

# Lane Community College

## EXECUTIVE ORDER 11246

### AFFIRMATIVE ACTION PROGRAM

**Plan Effective Date:** January 1, 2023

**Plan Expiration Date:** December 31, 2023

**AAP Administrator:** Shane Turner, AVP of Human Resources and Labor Relations

**Approved by:** Shane Turner, AVP of Human Resources and Labor Relations

**Establishment's Name:** Main

**Establishment's Address:** 4000 E 30th Ave Eugene, OR 97405

# Lane Community College

## AFFIRMATIVE ACTION PROGRAM for EXECUTIVE ORDER 11246

### TABLE OF CONTENTS

- I. Equal Employment Opportunity (EEO) Policy Statement
- II. Establishment of Responsibilities for Implementation of the Written Affirmative Action Program (41 CFR 60-2.17(a))
  - A. Designation of Responsibilities of AVP of Human Resources and Labor Relations (41 CFR 60-2.17(a))
  - B. Responsibilities of Lane Community College's Management to Ensure Implementation of the AAP (41 CFR 60-2.17(a))
- III. Identification of Problem Areas (41 CFR 60-2.17(b))
- IV. Accomplishment of Prior Year Placement Goals
- V. Development and Execution of Action-Oriented Programs (41 CFR 60-2.17(c))

## **I. Equal Employment Opportunity (EEO) Policy Statement**

The EEO Policy Statement on the following page is posted on our college's bulletin board along with our required employment posters and is viewable by both employees and applicants. The Know Your Rights: Workplace Discrimination is Illegal poster is also posted on our college's bulletin board as well as made available electronically through our college website for viewing by online applicants.

### **Lane Community College**

#### **EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT**

It is the policy of Lane Community College not to discriminate against any employee or applicant for employment because of his or her race, color, religion, sex, sexual orientation, gender identity, national origin, or because he or she is an individual with a disability or disabled veteran, Armed Forces service medal veteran, recently separated veteran, or active duty wartime or campaign badge veteran, or thereafter referred collectively as "protected veterans." It is also the policy of Lane Community College to take affirmative action to employ and to advance in employment, all persons regardless of their status as individuals with disabilities or protected veterans, and to base all employment decisions only on valid job requirements. This policy shall apply to all employment actions, including but not limited to recruitment, hiring, upgrading, promotion, transfer, demotion, layoff, recall, termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship, at all levels of employment. Furthermore, the college will provide qualified applicants and employees who request an accommodation due to a disability with reasonable accommodations, as required by law.

Lane Community College prohibits harassment of employees and applicants because they are individuals with disabilities or protected veterans. Lane Community College also prohibits retaliation against employees and applicants for filing a complaint, opposing any discriminatory act or practice, assisting or participating in any manner in a review, investigation, or hearing or otherwise seeking to obtain their legal rights under any Federal, State, or local EEO law requiring equal employment opportunity for individuals with disabilities and protected veterans. Prohibited retaliation includes, but is not limited to, harassment, intimidation, threats, coercion or other adverse actions that might dissuade someone from asserting their rights.

As President of Lane Community College, I am committed to the principles of affirmative action and equal employment opportunity. In order to ensure dissemination and implementation of equal employment opportunity and affirmative action throughout all levels of the college, Shane Turner has been assigned AVP of Human Resources and Labor Relations duties for Lane Community College. One of the AVP of Human Resources and Labor Relations' duties will be to establish and maintain an internal audit and reporting system to allow for effective measurement of Lane Community College's programs.

In furtherance of Lane Community College's policy regarding affirmative action and equal employment opportunity, Lane Community College has developed a written Affirmative Action Program (AAP) which sets forth the policies, practices and procedures that Lane Community College is committed to in order to ensure that its policy of nondiscrimination and affirmative action for qualified individuals with disabilities and qualified protected veterans is accomplished. This AAP is available for inspection by any employee or applicant for employment upon request between On-Line at the Human Resources department. Any

questions should be directed to me, your supervisor, or Shane Turner, AVP of Human Resources and Labor Relations.

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Dr. Stephanie Bulger  
President  
Lane Community College  
January 1, 2024

## **II. Establishment of Responsibilities for Implementation of the Written Affirmative Action Program (41 CFR 60-2.17(a))**

### **A. Designation of Responsibilities of AVP of Human Resources and Labor Relations (41 CFR 60-2.17(a))**

Shane Turner, the AVP of Human Resources and Labor Relations, has the primary management responsibility, authority, and resources for ensuring full compliance with the provisions of E.O. 11246, as amended, and with implementing all applicable regulations. The AVP of Human Resources and Labor Relations' appointment and a description of the position's basic responsibilities have been communicated to all levels of personnel in the college. The responsibilities of the AVP of Human Resources and Labor Relations include, but are not necessarily limited to, the following:

1. Developing EEO policy statements, Affirmative Action Programs, and internal and external communication procedures;
2. Assisting in the identification of AAP/EEO problems;
3. Assisting management in arriving at effective solutions to AAP/EEO problems;
4. Designing and implementing an internal audit and reporting system that:
  - Measures the effectiveness of the Affirmative Action Program;
  - Determines the degree to which AAP goals and objectives are met; and
  - Identifies the need for remedial action.
5. Keeping college 's management informed of equal opportunity progress and reporting potential problem areas within the college through reports;
6. Reviewing the college's AAP for qualified minorities and women with all levels of management to ensure that the policy is understood and is followed in all personnel activities;
7. Auditing the contents of the college 's bulletin board to ensure compliance information is posted and up-to-date; and
8. Serving as liaison between Lane Community College and enforcement agencies.

### **B. Responsibilities of Lane Community College's Management to Ensure Implementation of the AAP (41 CFR 60-2.17(a))**

In implementing this written Affirmative Action Program, the responsibilities of the college's supervisors and managers working with the AVP of Human Resources and Labor Relations include, but are not necessarily limited to, the following:

1. Assisting in the identification of problem areas, formulating solutions, and establishing departmental goals and objectives when appropriate;

2. Reviewing the qualifications of all applicants and employees to ensure qualified individuals are treated in a nondiscriminatory manner when hiring, promotion, transfer, and termination actions occur; and
3. Reviewing the job performance of each employee to assess whether personnel actions are justified based on the employee's performance of his or her duties and responsibilities.

### III. Identification of Problem Areas (41 CFR 60-2.17(b))

Lane Community College performs in-depth analysis of its total employment process to determine if there are areas where minority and/or female groups may face impediments to equal opportunity. The following analyses are conducted to reveal any potential problem areas:

1. **Placement Goals:** An analysis of incumbency versus availability is performed to determine whether there are problems of minority and/or female utilization. Whenever a problem exists, as defined by a statistical methodology, Placement Goals are set (see the Placement Goals report which follows this section).  
Whether there are Placement Goals or not, steps will be taken to encourage and increase the percentage of qualified minorities and/or females applying for positions both externally and internally. These steps may include, but are not limited to the following:
  - Working with hiring managers and recruiters to determine appropriate outreach to attract qualified applicant pools;
  - Recruiting at colleges and universities with a significant percentage of minority and/or female students;
  - Publishing job advertisements in newspapers and/or magazines that target minorities and/or females;
  - Offering mentorship programs for minority and/or female employees;
  - Offering job training to minorities and/or females currently employed by the college to increase their chances of advancement;
  - Offering tuition reimbursement to employees to obtain training that will increase their chances of advancement;
  - Using recruitment companies that specifically target minorities and/or females; and
  - Continuing to use the services of the respective Employment Service Delivery System.
2. **Review of Employment Decisions:** A review of employment decisions is made to determine whether minorities and/or females are selected at a less favorable rate than non-minorities and/or males. A review of non-minorities and/or males is also conducted to determine if either group is being selected at a statistically significant lessor rate than minorities and/or females.
3. **Review of Hires/Promotions:** Whenever minorities and/or females are selected at a lower rate than non-minorities and/or males, a review of the applicant flow is conducted to determine possible reasons why minorities and/or females were not selected at a more favorable rate. If the college is attracting fewer than expected minorities and/or females that fit the qualifications for the job groups, good faith efforts will be put into place to attempt to improve the applicant flow of qualified minorities and/or females. If non-minorities and/or males are selected at a statistically significantly lessor rate than minorities and/or females, a review of the applicant flow and selection decisions is also made to ensure that there is no evidence of discrimination.
4. **Review of Terminations:** For terminations, if minorities and/or females are being involuntarily terminated or are voluntarily leaving at a higher rate than non-minorities and/or males, a review of the employee files will be made to ensure the college is applying its policies and procedures for termination equally for protected as well as non-protected classes. If non-minorities and/or males have a statistically significant higher rate of termination than minorities and/or females, an investigation will also be conducted to determine the cause.
5. **Compensation:** Compensation is reviewed at least annually to determine if there are significant discrepancies in pay when comparing female to male rates of pay and minority versus non-minority rates of pay. If discrepancies do exist, a thorough review is conducted to determine if the

difference in pay is justified due to appropriate factors. If the difference in pay cannot be justified, Lane Community College will put a plan in place to bring pay into greater alignment.

**Job Group: 10 - Senior Executives**

| <b>Class</b> | <b>Goal Placement Rate %</b> |
|--------------|------------------------------|
| Minority     | 17.75%                       |

**Job Group: 11 - Non-Instructional Managers**

| <b>Class</b> | <b>Goal Placement Rate %</b> |
|--------------|------------------------------|
| Minority     | 23.39%                       |

**Job Group: 12 - Instructional Managers**

| <b>Class</b> | <b>Goal Placement Rate %</b> |
|--------------|------------------------------|
| Female       | 61.87%                       |
| Minority     | 22.51%                       |

**Job Group: 13 - Arts & Letter Faculty**

| <b>Class</b> | <b>Goal Placement Rate %</b> |
|--------------|------------------------------|
| Minority     | 23.23%                       |

**Job Group: 14 - Science & Math Faculty**

| <b>Class</b> | <b>Goal Placement Rate %</b> |
|--------------|------------------------------|
| Minority     | 18.91%                       |

**Job Group: 15 - Trade & Tech Skills Faculty**

| <b>Class</b> | <b>Goal Placement Rate %</b> |
|--------------|------------------------------|
| Female       | 44.23%                       |
| Minority     | 22.06%                       |

**Job Group: 16 - Basic Skills Faculty**

| <b>Class</b> | <b>Goal Placement Rate %</b> |
|--------------|------------------------------|
| Minority     | 20.77%                       |

**Job Group: 17 - Health & Athletic Faculty**

| <b>Class</b> | <b>Goal Placement Rate %</b> |
|--------------|------------------------------|
| Minority     | 20.77%                       |

**Job Group: 19 - Prof HR, Fin, Coord; all**

| <b>Class</b> | <b>Goal Placement Rate %</b> |
|--------------|------------------------------|
| Minority     | 13.85%                       |

**Job Group: 23 - Computer Program/Network/Help**

| <b>Class</b> | <b>Goal Placement Rate %</b> |
|--------------|------------------------------|
| Minority     | 35.05%                       |

**Job Group: 24 - Student Srv & Instruct Support**

| <b>Class</b> | <b>Goal Placement Rate %</b> |
|--------------|------------------------------|
| Female       | 75.84%                       |

**Job Group: 26 - Craft (skilled)**

| <b>Class</b> | <b>Goal Placement Rate %</b> |
|--------------|------------------------------|
| Female       | 6.93%                        |
| Minority     | 23.74%                       |

**Job Group: 27 - Operatives (semi-skilled)**

| <b>Class</b> | <b>Goal Placement Rate %</b> |
|--------------|------------------------------|
| Female       | 19.29%                       |
| Minority     | 27.76%                       |

**Job Group: 28 - Service Worker**

| <b>Class</b> | <b>Goal Placement Rate %</b> |
|--------------|------------------------------|
| Minority     | 29.00%                       |

**Job Group: 29 - Laborers (unskilled)**

| <b>Class</b> | <b>Goal Placement Rate %</b> |
|--------------|------------------------------|
| Female       | 35.58%                       |
| Minority     | 22.52%                       |

**Job Group: PT14 - PT Science & Math Faculty**

| <b>Class</b> | <b>Goal Placement Rate %</b> |
|--------------|------------------------------|
| Female       | 49.61%                       |
| Minority     | 19.42%                       |

**Job Group: PT15 - PT Trade & Tech Faculty**

| <b>Class</b> | <b>Goal Placement Rate %</b> |
|--------------|------------------------------|
| Female       | 49.61%                       |
| Minority     | 19.42%                       |

**Job Group: PT16 - PT Basic Skills Faculty**

| <b>Class</b> | <b>Goal Placement Rate %</b> |
|--------------|------------------------------|
| Minority     | 19.42%                       |

**Job Group: PT17 - PT Health & Athletics Faculty**

| <b>Class</b> | <b>Goal Placement Rate %</b> |
|--------------|------------------------------|
| Minority     | 19.42%                       |

**Job Group: PT21 - PT Para-prof;Tech &/or Admin**

| <b>Class</b> | <b>Goal Placement Rate %</b> |
|--------------|------------------------------|
| Minority     | 16.10%                       |

**Job Group: PT23 - PT Computer Program/Network/He**

| <b>Class</b> | <b>Goal Placement Rate %</b> |
|--------------|------------------------------|
| Female       | 24.81%                       |

**Job Group: PT24 - PT Student Srv & Instr Support**

| Class  | Goal Placement Rate % |
|--------|-----------------------|
| Female | 78.03%                |

**Job Group: PT26 - PT Craft worker (skilled)**

| Class    | Goal Placement Rate % |
|----------|-----------------------|
| Minority | 20.60%                |

**Job Group: PT27 - PT Operative (semi-skilled)**

| Class  | Goal Placement Rate % |
|--------|-----------------------|
| Female | 77.95%                |

**Job Group: PT29 - PT Laborer (unskilled)**

| Class    | Goal Placement Rate % |
|----------|-----------------------|
| Minority | 27.08%                |

## IV. Accomplishment of Prior Year Placement Goals

Where goals were established for the prior year, the college developed action-oriented programs designed to accomplish the established goals and objectives, thereby enhancing employment and advancement opportunities in the college for minorities and/or females. The results of the prior year's Affirmative Action Program are identified on the Goal Attainment report.

**Job Group: 10 - Senior Executives**

| Class  | Employees at Plan Date # | Goal Placement Rate % | Placements # | Actual Placement Rate % | Goal Attained? |
|--------|--------------------------|-----------------------|--------------|-------------------------|----------------|
| Female | 4                        | 37.85%                | 1            | 33.33%                  | No             |

**Job Group: 11 - Non-Instructional Managers**

| Class    | Employees at Plan Date # | Goal Placement Rate % | Placements # | Actual Placement Rate % | Goal Attained? |
|----------|--------------------------|-----------------------|--------------|-------------------------|----------------|
| Minority | 5                        | 22.80%                | 3            | 20.00%                  | No             |

**Job Group: 12 - Instructional Managers**

| <b>Class</b> | <b>Employees at Plan Date #</b> | <b>Goal Placement Rate %</b> | <b>Placements #</b> | <b>Actual Placement Rate %</b> | <b>Goal Attained?</b> |
|--------------|---------------------------------|------------------------------|---------------------|--------------------------------|-----------------------|
| Female       | 4                               | 63.04%                       | 1                   | 100.00%                        | Yes                   |
| Minority     | 2                               | 22.24%                       | 0                   | 0.00%                          | No                    |

**Job Group: 13 - Arts & Letter Faculty**

| <b>Class</b> | <b>Employees at Plan Date #</b> | <b>Goal Placement Rate %</b> | <b>Placements #</b> | <b>Actual Placement Rate %</b> | <b>Goal Attained?</b> |
|--------------|---------------------------------|------------------------------|---------------------|--------------------------------|-----------------------|
| Female       | 32                              | 57.88%                       | 0                   | 0.00%                          | No Opportunity        |
| Minority     | 11                              | 21.43%                       | 0                   | 0.00%                          | No Opportunity        |

**Job Group: 14 - Science & Math Faculty**

| <b>Class</b> | <b>Employees at Plan Date #</b> | <b>Goal Placement Rate %</b> | <b>Placements #</b> | <b>Actual Placement Rate %</b> | <b>Goal Attained?</b> |
|--------------|---------------------------------|------------------------------|---------------------|--------------------------------|-----------------------|
| Minority     | 3                               | 17.38%                       | 0                   | 0.00%                          | No                    |

**Job Group: 15 - Trade & Tech Skills Faculty**

| <b>Class</b> | <b>Employees at Plan Date #</b> | <b>Goal Placement Rate %</b> | <b>Placements #</b> | <b>Actual Placement Rate %</b> | <b>Goal Attained?</b> |
|--------------|---------------------------------|------------------------------|---------------------|--------------------------------|-----------------------|
| Female       | 4                               | 44.72%                       | 1                   | 16.67%                         | No                    |
| Minority     | 1                               | 21.48%                       | 2                   | 33.33%                         | Yes                   |

**Job Group: 16 - Basic Skills Faculty**

| <b>Class</b> | <b>Employees at Plan Date #</b> | <b>Goal Placement Rate %</b> | <b>Placements #</b> | <b>Actual Placement Rate %</b> | <b>Goal Attained?</b> |
|--------------|---------------------------------|------------------------------|---------------------|--------------------------------|-----------------------|
| Minority     | 1                               | 22.66%                       | 0                   | 0.00%                          | No                    |

**Job Group: 17 - Health & Athletic Faculty**

| <b>Class</b> | <b>Employees at Plan Date #</b> | <b>Goal Placement Rate %</b> | <b>Placements #</b> | <b>Actual Placement Rate %</b> | <b>Goal Attained?</b> |
|--------------|---------------------------------|------------------------------|---------------------|--------------------------------|-----------------------|
| Minority     | 4                               | 17.78%                       | 0                   | 0.00%                          | No                    |

**Job Group: 19 - Prof HR, Fin, Coord; all**

| <b>Class</b> | <b>Employees at Plan Date #</b> | <b>Goal Placement Rate %</b> | <b>Placements #</b> | <b>Actual Placement Rate %</b> | <b>Goal Attained?</b> |
|--------------|---------------------------------|------------------------------|---------------------|--------------------------------|-----------------------|
| Minority     | 10                              | 19.00%                       | 3                   | 30.00%                         | Yes                   |

**Job Group: 21 - Para-prof;Technology &/or Adm**

| <b>Class</b> | <b>Employees at Plan Date #</b> | <b>Goal Placement Rate %</b> | <b>Placements #</b> | <b>Actual Placement Rate %</b> | <b>Goal Attained?</b> |
|--------------|---------------------------------|------------------------------|---------------------|--------------------------------|-----------------------|
| Female       | 10                              | 62.19%                       | 2                   | 100.00%                        | Yes                   |
| Minority     | 4                               | 19.43%                       | 0                   | 0.00%                          | No                    |

**Job Group: 23 - Computer Program/Network/Help**

| <b>Class</b> | <b>Employees at Plan Date #</b> | <b>Goal Placement Rate %</b> | <b>Placements #</b> | <b>Actual Placement Rate %</b> | <b>Goal Attained?</b> |
|--------------|---------------------------------|------------------------------|---------------------|--------------------------------|-----------------------|
| Female       | 9                               | 23.15%                       | 1                   | 33.33%                         | Yes                   |
| Minority     | 5                               | 34.36%                       | 1                   | 33.33%                         | No                    |

**Job Group: 24 - Student Srv & Instruct Support**

| <b>Class</b> | <b>Employees at Plan Date #</b> | <b>Goal Placement Rate %</b> | <b>Placements #</b> | <b>Actual Placement Rate %</b> | <b>Goal Attained?</b> |
|--------------|---------------------------------|------------------------------|---------------------|--------------------------------|-----------------------|
| Female       | 26                              | 68.38%                       | 6                   | 75.00%                         | Yes                   |
| Minority     | 7                               | 15.60%                       | 0                   | 0.00%                          | No                    |

**Job Group: 26 - Craft (skilled)**

| <b>Class</b> | <b>Employees at Plan Date #</b> | <b>Goal Placement Rate %</b> | <b>Placements #</b> | <b>Actual Placement Rate %</b> | <b>Goal Attained?</b> |
|--------------|---------------------------------|------------------------------|---------------------|--------------------------------|-----------------------|
| Female       | 0                               | 6.84%                        | 0                   | 0.00%                          | No Opportunity        |
| Minority     | 0                               | 22.61%                       | 0                   | 0.00%                          | No Opportunity        |

**Job Group: 27 - Operatives (semi-skilled)**

| <b>Class</b> | <b>Employees at Plan Date #</b> | <b>Goal Placement Rate %</b> | <b>Placements #</b> | <b>Actual Placement Rate %</b> | <b>Goal Attained?</b> |
|--------------|---------------------------------|------------------------------|---------------------|--------------------------------|-----------------------|
| Minority     | 0                               | 18.21%                       | 0                   | 0.00%                          | No                    |

**Job Group: PT13 - PT Arts & Letter Faculty**

| <b>Class</b> | <b>Employees at Plan Date #</b> | <b>Goal Placement Rate %</b> | <b>Placements #</b> | <b>Actual Placement Rate %</b> | <b>Goal Attained?</b> |
|--------------|---------------------------------|------------------------------|---------------------|--------------------------------|-----------------------|
| Minority     | 15                              | 19.42%                       | 1                   | 9.09%                          | No                    |

**Job Group: PT14 - PT Science & Math Faculty**

| <b>Class</b> | <b>Employees at Plan Date #</b> | <b>Goal Placement Rate %</b> | <b>Placements #</b> | <b>Actual Placement Rate %</b> | <b>Goal Attained?</b> |
|--------------|---------------------------------|------------------------------|---------------------|--------------------------------|-----------------------|
| Female       | 0                               | 49.61%                       | 0                   | 0.00%                          | No                    |
| Minority     | 0                               | 19.42%                       | 0                   | 0.00%                          | No                    |

**Job Group: PT15 - PT Trade & Tech Faculty**

| <b>Class</b> | <b>Employees at Plan Date #</b> | <b>Goal Placement Rate %</b> | <b>Placements #</b> | <b>Actual Placement Rate %</b> | <b>Goal Attained?</b> |
|--------------|---------------------------------|------------------------------|---------------------|--------------------------------|-----------------------|
| Minority     | 3                               | 0.83%                        | 5                   | 25.00%                         | Yes                   |

**Job Group: PT16 - PT Basic Skills Faculty**

| <b>Class</b> | <b>Employees at Plan Date #</b> | <b>Goal Placement Rate %</b> | <b>Placements #</b> | <b>Actual Placement Rate %</b> | <b>Goal Attained?</b> |
|--------------|---------------------------------|------------------------------|---------------------|--------------------------------|-----------------------|
| Minority     | 0                               | 17.60%                       | 2                   | 18.18%                         | Yes                   |

**Job Group: PT17 - PT Health & Athletics Faculty**

| <b>Class</b> | <b>Employees at Plan Date #</b> | <b>Goal Placement Rate %</b> | <b>Placements #</b> | <b>Actual Placement Rate %</b> | <b>Goal Attained?</b> |
|--------------|---------------------------------|------------------------------|---------------------|--------------------------------|-----------------------|
| Minority     | 9                               | 19.42%                       | 6                   | 16.22%                         | No                    |

**Job Group: PT19 - PT Prof HR, Fin, Coord; all**

| <b>Class</b> | <b>Employees at Plan Date #</b> | <b>Goal Placement Rate %</b> | <b>Placements #</b> | <b>Actual Placement Rate %</b> | <b>Goal Attained?</b> |
|--------------|---------------------------------|------------------------------|---------------------|--------------------------------|-----------------------|
| Minority     | 2                               | 9.34%                        | 0                   | 0.00%                          | No Opportunity        |

**Job Group: PT21 - PT Para-prof;Tech &/or Admin**

| <b>Class</b> | <b>Employees at Plan Date #</b> | <b>Goal Placement Rate %</b> | <b>Placements #</b> | <b>Actual Placement Rate %</b> | <b>Goal Attained?</b> |
|--------------|---------------------------------|------------------------------|---------------------|--------------------------------|-----------------------|
| Minority     | 0                               | 12.20%                       | 0                   | 0.00%                          | No                    |

**Job Group: PT23 - PT Computer Program/Network/He**

| <b>Class</b> | <b>Employees at Plan Date #</b> | <b>Goal Placement Rate %</b> | <b>Placements #</b> | <b>Actual Placement Rate %</b> | <b>Goal Attained?</b> |
|--------------|---------------------------------|------------------------------|---------------------|--------------------------------|-----------------------|
| Female       | 0                               | 29.38%                       | 0                   | 0.00%                          | No Opportunity        |
| Minority     | 1                               | 29.25%                       | 0                   | 0.00%                          | No Opportunity        |

**Job Group: PT24 - PT Student Srv & Instr Support**

| <b>Class</b> | <b>Employees at Plan Date #</b> | <b>Goal Placement Rate %</b> | <b>Placements #</b> | <b>Actual Placement Rate %</b> | <b>Goal Attained?</b> |
|--------------|---------------------------------|------------------------------|---------------------|--------------------------------|-----------------------|
| Female       | 32                              | 76.66%                       | 18                  | 38.30%                         | No                    |

**Job Group: PT25 - PT Administrative Support**

| <b>Class</b> | <b>Employees at Plan Date #</b> | <b>Goal Placement Rate %</b> | <b>Placements #</b> | <b>Actual Placement Rate %</b> | <b>Goal Attained?</b> |
|--------------|---------------------------------|------------------------------|---------------------|--------------------------------|-----------------------|
| Minority     | 6                               | 16.02%                       | 7                   | 36.84%                         | Yes                   |

**Job Group: PT27 - PT Operative (semi-skilled)**

| <b>Class</b> | <b>Employees at Plan Date #</b> | <b>Goal Placement Rate %</b> | <b>Placements #</b> | <b>Actual Placement Rate %</b> | <b>Goal Attained?</b> |
|--------------|---------------------------------|------------------------------|---------------------|--------------------------------|-----------------------|
| Female       | 0                               | 29.17%                       | 0                   | 0.00%                          | No Opportunity        |

**Job Group: PT28 - PT Service Worker**

| <b>Class</b> | <b>Employees at Plan Date #</b> | <b>Goal Placement Rate %</b> | <b>Placements #</b> | <b>Actual Placement Rate %</b> | <b>Goal Attained?</b> |
|--------------|---------------------------------|------------------------------|---------------------|--------------------------------|-----------------------|
| Female       | 0                               | 34.53%                       | 2                   | 28.57%                         | No                    |

**Job Group: PT29 - PT Laborer (unskilled)**

| <b>Class</b> | <b>Employees at Plan Date #</b> | <b>Goal Placement Rate %</b> | <b>Placements #</b> | <b>Actual Placement Rate %</b> | <b>Goal Attained?</b> |
|--------------|---------------------------------|------------------------------|---------------------|--------------------------------|-----------------------|
| Minority     | 0                               | 26.87%                       | 0                   | 0.00%                          | No                    |

## **V. Development and Execution of Action-Oriented Programs (41 CFR 60-2.17(c))**

Programs have been instituted to ensure no barriers to employment exist. These programs may include, but are not limited to, the following:

1. Conducting annual analyses of job descriptions to ensure they accurately reflect job functions;
2. Making job descriptions available to recruiting sources and available to all members of management involved in the recruiting, screening, selection and promotion processes;
3. Evaluating the total selection process to ensure freedom from bias through:
  - Reviewing job applications and other pre-employment forms to ensure information requested is job-related;
  - Evaluating selection methods that may have a disparate impact to ensure that they are job-related and consistent with business necessity;
  - Training personnel and management staff on proper interview and selection procedures; and
  - Training on EEO and other related policies for management and supervisory staff.
4. Using techniques to improve recruitment and retention and to increase the flow of qualified applicants, including minority and/or female applicants, undertakes the following actions:
  - Including the phrase "As an EEO/Affirmative Action Employer all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, veteran status" or other acceptable tagline in all printed employment advertisements;
  - Placing employment advertisements in local minority news media and women's interest media;
  - Disseminating information on job opportunities to organizations representing minorities and women and to employment development agencies when job opportunities become available;
  - Encouraging all employees to refer qualified applicants;
  - Actively recruiting at secondary schools, junior colleges, colleges and universities with predominantly minority and/or female enrollments; and
  - Requesting employment agencies to refer qualified minorities and women.
5. Reviewing college's compensation practices;
6. Ensuring that all employees are given equal opportunity for promotions and/or transfers. This is achieved by:
  - Posting opportunities internally;
  - Offering guidance to employees in identifying opportunities, training and educational programs to enhance promotions and opportunities for job rotation or transfer; and
  - Evaluating job requirements to ensure that they are appropriate.

## **VI. Internal Audit and Reporting Systems (41 CFR 60-2.17(d))**

The college believes that one of the most important elements in effectively implementing a written Affirmative Action Program is an adequate internal audit and reporting system. Through this system, the total program can be monitored for effectiveness, and management can be kept informed. Lane Community College's audit and reporting system is designed to:

1. Measure the effectiveness of the AAP/EEO program;
2. Document and analyze personnel activities;
3. Identify problem areas and develop action plans where remedial action is needed; and
4. Determine the degree to which AAP goals and objectives have been attained.

The following personnel activities are reviewed, as necessary and desirable, to ensure nondiscrimination and EEO for all individuals without regard to their race, color, gender, religion, national origin, age, sex, sexual orientation, gender identity, pregnancy, genetic information, disability, veteran status, or any other legally protected status covered by applicable state or local law:

1. Recruitment, advertising, and job application procedures;
2. Hiring, promotion, upgrading, layoff, recall from layoff;
3. Rates of pay and any other forms of compensation including fringe benefits;

4. Job assignments, job classifications, job descriptions, and seniority lists;
5. Sick leave, leaves of absence, or any other leave;
6. Training, attendance at professional meetings and conferences; and
7. Any other term, condition, or privilege of employment.

The following documents may be maintained as a component of Lane Community College's internal audit process:

1. An applicant flow log;
2. Summary data of external job offers and hires, promotions, terminations;
3. Summary data of applicant flow;
4. Employment applications; and
5. Records pertaining to college's compensation system and decisions.

Lane Community College's audit system includes periodic review of employment decisions. Managers and supervisors are asked to report any current or foreseeable EEO problem areas and are asked to outline their suggestions/recommendations for solutions. If problem areas arise, the manager or supervisor is to report problem areas immediately to the AVP of Human Resources and Labor Relations. During the reporting cycle, the following occurs:

1. The AVP of Human Resources and Labor Relations will discuss any problems relating to substantial disparate impact, EEO charges, etc., with management; and
2. The AVP of Human Resources and Labor Relations will report the status of the college's AAP goals and objectives to management. The AVP of Human Resources and Labor Relations will recommend remedial actions for the effective implementation of the AAP.

## **Lane Community College**

### **OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS (OFCCP)**

### **AFFIRMATIVE ACTION PROGRAM (AAP)**

### **FOR SECTION 503 OF THE REHABILITATION ACT**

**Plan Effective Date:** January 1, 2023

**Plan Expiration Date:** December 31, 2023

**AAP Administrator:** Shane Turner, AVP of Human Resources and Labor Relations

**Approved by:** Shane Turner, AVP of Human Resources and Labor Relations

**Establishment's Name:** Main

**Establishment's Address:** 4000 E 30th Ave Eugene, OR 97405

## **Lane Community College**

### **AFFIRMATIVE ACTION PROGRAM for INDIVIDUALS WITH DISABILITIES**

## **TABLE OF CONTENTS**

- I. Equal Employment Opportunity (EEO) Policy Statement (41 CFR 60-741.44(a))
- II. Review of Personnel Processes (41 CFR 60-741.44(b))
- III. Review of Physical and Mental Job Qualification Standards (41 CFR 60-741.44(c))
- IV. Reasonable Accommodation to Physical and Mental Limitations (41 CFR 60-741.44(d))
- V. Anti-Harassment Procedures (41 CFR 60-741.44(e))
- VI. External Dissemination of Policy, Outreach, and Positive Recruitment (41 CFR 60-741.44(f))
- VII. Internal Dissemination of Policy (41 CFR 60-741.44(g))
- VIII. Audit and Reporting Systems (41 CFR 60-741.44(h))
- IX. Responsibility for Implementation (41 CFR 60-741.44(i))
  - A. Responsibilities of AVP of Human Resources and Labor Relations
  - B. Responsibilities of Managers and Supervisors
- X. Training (41 CFR 60-741.44(j))
- XI. Applicant and Hiring Data (41 CFR 60-741.44(k))
- XII. Utilization Analysis (41 CFR 60-741.45(d))
- XIII. Identification of Problem Areas and Action-oriented Programs (41 CFR 60-741.35(e) and (f))

## **I. Equal Employment Opportunity (EEO) Policy Statement (41 CFR 60-741.44(a))**

The EEO Policy Statement on the following page is posted on our company's bulletin board along with our required employment posters and is viewable by both employees and applicants. The Know Your Rights: Workplace Discrimination is Illegal poster is also posted on our company's bulletin board as well as made available electronically through our company website for viewing by online applicants.

## **Lane Community College**

### **EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT**

It is the policy of Lane Community College not to discriminate against any employee or applicant for employment because of his or her race, color, religion, sex, sexual orientation, gender identity, national origin, or because he or she is an individual with a disability or disabled veteran, Armed Forces service medal veteran, recently separated veteran, or active duty wartime or campaign badge veteran, or thereafter referred collectively as "protected veterans." It is also the policy of Lane Community College to take affirmative action to employ and to advance in employment, all persons regardless of their

status as individuals with disabilities or protected veterans, and to base all employment decisions only on valid job requirements. This policy shall apply to all employment actions, including but not limited to recruitment, hiring, upgrading, promotion, transfer, demotion, layoff, recall, termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship, at all levels of employment. Furthermore, the company will provide qualified applicants and employees who request an accommodation due to a disability with reasonable accommodations, as required by law.

Lane Community College prohibits harassment of employees and applicants because they are individuals with disabilities or protected veterans. Lane Community College also prohibits retaliation against employees and applicants for filing a complaint, opposing any discriminatory act or practice, assisting or participating in any manner in a review, investigation, or hearing or otherwise seeking to obtain their legal rights under any Federal, State, or local EEO law requiring equal employment opportunity for individuals with disabilities and protected veterans. Prohibited retaliation includes, but is not limited to, harassment, intimidation, threats, coercion or other adverse actions that might dissuade someone from asserting their rights.

As President of Lane Community College, I am committed to the principles of affirmative action and equal employment opportunity. In order to ensure dissemination and implementation of equal employment opportunity and affirmative action throughout all levels of the company, Shane Turner has been assigned AVP of Human Resources and Labor Relations duties for Lane Community College. One of the AVP of Human Resources and Labor Relations's duties will be to establish and maintain an internal audit and reporting system to allow for effective measurement of Lane Community College's programs.

In furtherance of Lane Community College's policy regarding affirmative action and equal employment opportunity, Lane Community College has developed a written Affirmative Action Program (AAP) which sets forth the policies, practices and procedures that Lane Community College is committed to in order to ensure that its policy of nondiscrimination and affirmative action for qualified individuals with disabilities and qualified protected veterans is accomplished. This AAP is available for inspection by any employee or applicant for employment upon request between On-Line at the Human Resources department. Any questions should be directed to me, your supervisor, or Shane Turner, AVP of Human Resources and Labor Relations.

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Dr. Stephanie Bulger  
President  
Lane Community College  
January 1, 2024

## **II. Review of Personnel Processes (41 CFR 60-741.44(b))**

Lane Community College complies with the requirement to "periodically review" its personnel processes by reviewing these processes annually to determine whether its present procedures assure careful, thorough, and systematic consideration of the qualifications of known individuals with disabilities. As part of this review, Lane Community College also ensures that its personnel processes do not stereotype individuals with disabilities in a manner which limits their access to all jobs for which they are qualified. This review covers all procedures related to the filling of job vacancies either by hire or by promotion, as well as to all training opportunities offered or made available to employees.

The following is a set of procedures which may be used to meet the requirements of 41 CFR 60-741.44(b):

1. Applicant records are maintained which indicate whether or not an applicant self-identified as an individual with a disability. This information can be retrieved for review by the Department of Labor and the contractor's personnel officials for use in investigations and internal compliance activities.
2. Records are maintained which indicate employees considered for competitive promotions within the organization. Employees are given the opportunity to voluntarily self-identify disability status.
3. Records are maintained regarding training opportunities granted to employees which include whether or not the employee has self-identified as an individual with a disability.
4. Any time a known applicant or employee with a disability is rejected for employment, promotion, or training, the company prepares a statement outlining the reason.
5. Requests for accommodation due to a disability are maintained along with the nature of the request and whether or not the accommodation was granted. If the accommodation was denied, the company prepares a statement describing the reason for denying the accommodation request. All accommodation records are treated as a confidential medical record in accordance with 41 CFR 60-741(d).

### **III. Review of Physical and Mental Job Qualification Standards (41 CFR 60-741.44(c))**

Lane Community College reviews the physical and mental job qualification standards of each job opening before it is publicly or internally posted to ensure that, to the extent that such qualification requirements tend to screen out qualified individuals with disabilities, they are related to the job(s) in question and consistent with business necessity and the safe performance of the job. The physical and mental qualifications are also reviewed as new jobs are established or job requirements are modified.

All job qualification requirements were found to be job related and consistent with business necessity and safety. Lane Community College will continue to review physical and mental job qualification requirements whenever a job vacancy will be filled through either hiring or promotion and will conduct a qualifications review whenever job duties change.

If Lane Community College at any time should inquire into an applicant's physical or mental condition or should conduct a medical examination, such inquiries or exams will be conducted in accordance with the Section 503 regulations and the information obtained as a result of the inquiry or exam will be kept confidential, except as otherwise provided for in the Section 503 regulations. The results of the examination or inquiry will only be used in accordance with the Section 503 regulations.

### **IV. Reasonable Accommodation to Physical and Mental Limitations (41 CFR 60-741.44(d))**

Lane Community College will continue its longstanding commitment to making reasonable accommodation to the known physical or mental limitations of qualified individuals with disabilities unless doing so would impose an undue hardship on the operation of its business. The company also commits to engaging in an interactive process with the person requesting the accommodation (or the person's representative), as needed, to determine an appropriate accommodation.

If an employee with a known disability has significant difficulty performing his or her job and it is reasonable to conclude that the performance problem may be related to the known disability, the

manager or appropriate HR personnel will confidentially notify the employee of the performance problem and inquire whether the problem is related to the employee's disability. If the employee indicates that the performance problems are related to his or her disability, the employee is asked if reasonable accommodation is needed.

In determining the extent of the company's accommodation obligations, the following factors are considered:

1. Business necessity; and
2. Financial cost and expense.

Lane Community College will also ensure that all requests for reasonable accommodation and any medical or disability-related information provided to Lane Community College will be treated as confidential medical records and maintained in a separate medical file.

## **V. Anti-Harassment Procedures (41 CFR 60-741.44(e))**

Employees and applicants of Lane Community College will not be subject to harassment because of disability. Retaliation, including intimidation, threat, coercion, or discrimination, against an employee or applicant because they have objected to discrimination, engaged or may engage in filing a complaint, assisted in a review, investigation, or hearing or have otherwise sought to obtain their legal rights under any Federal, State, or local EEO law regarding individuals with disabilities is prohibited. Any employee or applicant who believes that he or she has been subject to retaliation should promptly contact a manager in their chain of command, or promptly contact the AVP of Human Resources and Labor Relations for assistance.

This policy is made available for employees and applicants to view. Furthermore, Lane Community College monitors its environment for the presence of any forms of harassment, intimidation, or coercion and, where warranted, takes corrective action.

## **VI. External Dissemination of Policy, Outreach, and Positive Recruitment (41 CFR 60-741.44(f))**

Lane Community College undertakes appropriate outreach and positive recruitment efforts to effectively attract individuals with disabilities. In order to comply with the external dissemination of the EEO and Affirmative Action policy, the company provides written or electronic notification to all current subcontractors, vendors, and suppliers and will continue to do so on an annual basis. The company will also provide such notification to new subcontractors, vendors, and suppliers upon entering into a relationship with them.

Lane Community College has informed its recruiting sources, including State employment agencies and local employment service delivery systems, of the company's policy concerning the employment of qualified individuals with disabilities and will notify them of employment opportunities as they become available. Lane Community College requested all recruiting sources to actively recruit and refer qualified persons for job opportunities. Lane Community College will include the equal opportunity clause concerning the employment of qualified individuals with disabilities in all non-exempt subcontracts and purchase orders.

## **VII. Internal Dissemination of Policy (41 CFR 60-741.44(g))**

Lane Community College has developed internal procedures to communicate its obligation to engage in affirmative action efforts to employ and advance in employment qualified individuals with disabilities. Procedures are designed to foster understanding, acceptance, and support among all employees and to encourage them to help Lane Community College meet this obligation.

The company realizes that an outreach program is ineffective without the adequate internal support from management personnel and other employees. In order to ensure greater employee cooperation and participation in the company's affirmative action efforts, Lane Community College has adopted policies and engaged in activities which are not limited to the following:

1. Copy of our AAP for Individuals with Disabilities is available for inspection to any employee or applicant upon request;
2. EEO Policy Statement and the Know Your Rights: Workplace Discrimination is Illegal poster are placed on bulletin boards located throughout our facilities and work areas;
3. Electronic versions of the EEO Policy Statement and the Know Your Rights: Workplace Discrimination is Illegal poster are clearly labeled and posted on the company's intranet;
4. Meetings with executive, management, and supervisory personnel are held to explain the intent of the policy and individual responsibility for effective implementation;
5. Managers and supervisors are provided with affirmative action and EEO training upon commencement of their management roles;
6. Policy is discussed during employee orientation;
7. Union officials and/or employee representatives are informed of these policies; and
8. When employees are featured in publications, individuals with disabilities are included when available.

## **VIII. Audit and Reporting Systems (41 CFR 60-741.44(h))**

The AVP of Human Resources and Labor Relations has the responsibility for the preparation and implementation of the AAP. Responsibility for the effective implementation of the AAP is also vested with each department manager and supervisor.

The following activities are reviewed at least annually to ensure freedom from discrimination against, or stereotyping of, individuals with disabilities in any manner. During the self-audit, the following activities are reviewed:

1. Recruitment, advertising, and job application procedures;
2. Implementation of hiring, promotion, upgrading, award of tenure, layoff, and recall from layoff;
3. Rates of pay and any other forms of compensation including fringe benefits;
4. Job assignments, job classifications, job descriptions, and seniority lists;
5. Awarding of sick leave, leaves of absence, or implementation of any other leave policies;
6. Participation in training, mentoring, or apprenticeship programs, and attendance at professional meetings and conferences; and
7. Application of any other term, condition, or privilege of employment, including participation in company-sponsored educational, training, recreational, and social activities.

Lane Community College's audit system includes periodic reports provided by AVP of Human Resources and Labor Relations documenting Lane Community College's efforts to achieve its EEO/AAP responsibilities. Managers and supervisors are asked to report any current or foreseeable EEO problem areas and are asked to outline their suggestions/recommendations for solutions.

The following documents are maintained as a component of Lane Community College's internal audit process: documentation of self-audit; summary data of personnel activity including external job offers and

hires, promotions, resignations, terminations, and layoffs by job group relating to individuals with disabilities; and an applicant flow log showing the name, race, ethnicity, sex, disability status, veteran status, date of application, job title, and action taken for all individuals applying for job opportunities.

## **IX. Responsibility for Implementation (41 CFR 60-741.44(i))**

### **A. Responsibilities of AVP of Human Resources and Labor Relations**

Shane Turner, the AVP of Human Resources and Labor Relations, has been designated to direct the activities of the affirmative action program. This person has the responsibility for ensuring the effective implementation of the company's AAP. These responsibilities include, but are not limited to:

1. Implementing the AAP for individuals with disabilities, policy statements, personnel policies and procedures, internal and external communication of the policy, and monitoring the effectiveness of these actions;
2. Reviewing all personnel actions, policies, and procedures to ensure compliance with Lane Community College's affirmative action obligations;
3. Assisting Human Resources department with reviewing the qualifications of all applicants and employees considered/eligible for hiring, promotion, transfer, or layoff/reduction in force to ensure qualified individuals with disabilities are treated in a nondiscriminatory manner when hiring, promotion, transfer, or layoff/reduction in force occur;
4. Assisting in the development of solutions for any identified problem areas;
5. Monitoring the effectiveness of the program on a continuing basis through the development and implementation of an internal audit and reporting system that measures the effectiveness of the program;
6. Keeping management informed of equal opportunity progress and problems within the company through, at a minimum, periodic reports;
7. Providing department managers with a copy of the AAP for individuals with disabilities and reviewing the program with them on an annual basis to ensure knowledge of their responsibilities for implementation of the program;
8. Reviewing the company's AAP for individuals with disabilities with all managers and supervisors at all levels to ensure that the policy is understood and is followed in all personnel activities;
9. Assisting in ensuring that career development of employees who are individuals with disabilities is equal to that of other employees;
10. Auditing the contents of company bulletin boards to ensure that required information is posted and up-to-date;
11. Serving as a liaison between Lane Community College and enforcement agencies; and
12. Serving as a liaison between Lane Community College and outreach and recruitment sources for individuals with disabilities.

### **B. Responsibilities of Managers and Supervisors**

Managers and supervisors are advised annually of their responsibilities under the company's AAP for individuals with disabilities. These responsibilities include, but are not limited to:

1. Reviewing the company's affirmative action policy for individuals with disabilities with subordinate managers and supervisors to ensure that they are aware of the policy and understand their obligation to comply with it in all personnel actions;
2. Reviewing the qualifications of all applicants and employees to ensure individuals with disabilities are treated in a nondiscriminatory manner when hiring, promotion, transfer, or layoff/reduction in force occur; and
3. Reviewing all employees' performance to ensure that non-discrimination is adhered to in all personnel activities.

## **X. Training (41 CFR 60-741.44(j))**

All personnel involved in the recruitment, screening, selection, promotion, disciplinary, and related processes receive annual training regarding Lane Community College's AAP and their role in its implementation. Employees hired or promoted into these roles also receive training on regulatory requirements under Section 503 of the Rehabilitation Act soon after being hired or placed into these roles.

During the annual training, personnel are advised of their responsibilities under the AAP for individuals with disabilities and of their obligations to:

- Assist in the identification of problem areas, formulate solutions, and establish departmental goals and objectives when necessary;
- Ensure qualified applicants and employees who are individuals with disabilities are treated in a nondiscriminatory manner in all employment practices, including when making selection decisions, such as for hire, promotion, training, or to receive awards or bonuses;
- Provide reasonable accommodation to the known physical or mental limitations of qualified individuals with disabilities unless such accommodation would impose an undue hardship on the conduct of its business;
- Maintain confidentiality of any information regarding self-identification of individuals with disabilities; and
- Ensure that nondiscrimination is adhered to in all personnel activities.

## **XI. Applicant and Hiring Data (41 CFR 60-741.44(k))**

Lane Community College collects employee data pertaining to individuals with disabilities to assess the effectiveness of the company's outreach and recruitment efforts. We invite applicants to voluntarily inform the company whether they believe they are individuals with disabilities in compliance with the Section 503 requirements. This data will be maintained for three years.

## **XII. Utilization Analysis (41 CFR 60-741.45(d))**

The utilization analysis is designed to evaluate the representation of individuals with disabilities in each job group within the contractor's workforce with the 7 percent utilization goal established by the OFCCP. The utilization goal is not a rigid and inflexible quota which must be met, nor is it to be considered either a ceiling or a floor for the employment of particular groups. Quotas are expressly forbidden.

## **XIII. Identification of Problem Areas and Action-oriented Programs (41 CFR 60-741.45(e) and (f))**

When the percentage of individuals with disabilities in one or more job groups is less than the utilization goal, the company takes steps to determine whether and where impediments to equal employment opportunity exist. When making this determination, we assess personnel processes, the effectiveness of the outreach and recruitment efforts, the results of our affirmative action program audit, and any other areas that might affect the success of the affirmative action program.

The company develops and executes action-oriented programs designed to correct any identified problems areas. These action-oriented programs may include the modification of personnel processes to ensure equal employment opportunity for individuals with disabilities, alternative or additional outreach and recruitment efforts, and/or other actions designed to correct the identified problem areas and attain the established goal.

# **Lane Community College**

## **OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS (OFCCP)**

### **AFFIRMATIVE ACTION PROGRAM (AAP)**

### **FOR VEVRAA**

**Plan Effective Date:** January 1, 2023

**Plan Expiration Date:** December 31, 2023

**AAP Administrator:** Shane Turner, AVP of Human Resources and Labor Relations

**Approved by:** Shane Turner, AVP of Human Resources and Labor Relations

**Establishment's Name:** Main

**Establishment's Address:** 4000 E 30th Ave Eugene, OR 97405

# **Lane Community College**

## **AFFIRMATIVE ACTION PROGRAM for PROTECTED VETERANS**

### **TABLE OF CONTENTS**

- I. Equal Employment Opportunity (EEO) Policy Statement (41 CFR 60-300.44(a))
- II. Review of Personnel Processes (41 CFR 60-300.44(b))
- III. Review of Physical and Mental Job Qualification Standards (41 CFR 60-300.44(c))
- IV. Reasonable Accommodation to Physical and Mental Limitations (41 CFR 60-300.44(d))
- V. Anti-Harassment Procedures (41 CFR 60-300.44(e))
- VI. External Dissemination of Policy, Outreach, and Positive Recruitment (41 CFR 60-300.44(f))
- VII. Internal Dissemination of Policy (41 CFR 60-300.44(g))
- VIII. Audit and Reporting Systems (41 CFR 60-300.44(h))
- IX. Responsibilities for Implementation (41 CFR 60-300.44(i))
  - A. Responsibilities of AVP of Human Resources and Labor Relations
  - B. Responsibilities of Managers and Supervisors
- X. Training (41 CFR 60-300.44(j))
- XI. Applicants and Hiring Data (41 CFR 60-300.44(k))
- XII. Hiring Benchmarks (41 CFR 60-300.45)

## **I. Equal Employment Opportunity (EEO) Policy Statement (41 CFR 60-300.44(a))**

The EEO Policy Statement on the following page is posted on our company's bulletin board along with our required employment posters and is viewable by both employees and applicants. The Know Your Rights: Workplace Discrimination is Illegal poster is also posted on our company's bulletin board as well as made available electronically through our company website for viewing by online applicants.

### **Lane Community College**

#### **EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT**

It is the policy of Lane Community College not to discriminate against any employee or applicant for employment because of his or her race, color, religion, sex, sexual orientation, gender identity, national origin, or because he or she is an individual with a disability or disabled veteran, Armed Forces service medal veteran, recently separated veteran, or active duty wartime or campaign badge veteran, or thereafter referred collectively as "protected veterans." It is also the policy of Lane Community College to take affirmative action to employ and to advance in employment, all persons regardless of their status as individuals with disabilities or protected veterans, and to base all employment decisions only on valid job requirements. This policy shall apply to all employment actions, including but not limited to recruitment, hiring, upgrading, promotion, transfer, demotion, layoff, recall, termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship, at all levels of

employment. Furthermore, the company will provide qualified applicants and employees who request an accommodation due to a disability with reasonable accommodations, as required by law.

Lane Community College prohibits harassment of employees and applicants because they are individuals with disabilities or protected veterans. Lane Community College also prohibits retaliation against employees and applicants for filing a complaint, opposing any discriminatory act or practice, assisting or participating in any manner in a review, investigation, or hearing or otherwise seeking to obtain their legal rights under any Federal, State, or local EEO law requiring equal employment opportunity for individuals with disabilities and protected veterans. Prohibited retaliation includes, but is not limited to, harassment, intimidation, threats, coercion or other adverse actions that might dissuade someone from asserting their rights.

As President of Lane Community College, I am committed to the principles of affirmative action and equal employment opportunity. In order to ensure dissemination and implementation of equal employment opportunity and affirmative action throughout all levels of the company, Shane Turner has been assigned AVP of Human Resources and Labor Relations duties for Lane Community College. One of the AVP of Human Resources and Labor Relations's duties will be to establish and maintain an internal audit and reporting system to allow for effective measurement of Lane Community College's programs.

In furtherance of Lane Community College's policy regarding affirmative action and equal employment opportunity, Lane Community College has developed a written Affirmative Action Program (AAP) which sets forth the policies, practices and procedures that Lane Community College is committed to in order to ensure that its policy of nondiscrimination and affirmative action for qualified individuals with disabilities and qualified protected veterans is accomplished. This AAP is available for inspection by any employee or applicant for employment upon request between On-Line at the Human Resources department. Any questions should be directed to me, your supervisor, or Shane Turner, AVP of Human Resources and Labor Relations.

---

Dr. Stephanie Bulger  
President  
Lane Community College  
January 1, 2024

## **II. Review of Personnel Processes (41 CFR 60-300.44(b))**

Lane Community College complies with the requirement to "periodically review" its personnel processes by reviewing these processes annually to determine whether its present procedures assure careful, thorough, and systematic consideration of the qualifications of known protected veterans. As part of this review, Lane Community College also ensures that its personnel processes do not stereotype protected veterans in a manner which limits their access to all jobs for which they are qualified. This review covers all procedures related to the filling of job vacancies either by hire or by promotion, as well as to all training opportunities offered or made available to employees.

The following is a set of procedures which may be used to meet the requirements of 41 CFR 60-300.44(b):

1. Applicant records are maintained which indicate whether an applicant self-identified as a protected veteran. This information can be retrieved for review by the Department of Labor and the contractor's personnel officials for use in investigations and internal compliance activities.

2. Records are maintained which indicate employees considered for competitive promotions within the organization. Employees are given the opportunity to voluntarily self-identify protected veteran status.
3. Records are maintained regarding training opportunities granted to employees which include whether the employee has self-identified as a protected veteran.
4. Any time a known protected veteran applicant or employee is rejected for employment, promotion, or training, the company prepares a statement outlining the reason.
5. Requests for accommodation due to a disability are maintained along with the nature of the request and whether the accommodation was granted. If the accommodation was denied, the company prepares a statement describing the reason for denying the accommodation request. All accommodation records are treated as a confidential medical record in accordance with 41 CFR 60-300.23(d).

### **III. Review of Physical and Mental Job Qualification Standards (41 CFR 60-300.44(c))**

Lane Community College reviews the physical and mental job qualification standards of each job opening before it is publicly or internally posted to ensure that, to the extent that such qualification requirements tend to screen out qualified disabled veterans, they are related to the job(s) in question and consistent with business necessity and the safe performance of the job. The physical and mental qualifications are also reviewed as new jobs are established or job requirements are modified.

All job qualification requirements were found to be job related and consistent with business necessity and safety. Lane Community College will continue to review physical and mental job qualification requirements whenever a job vacancy will be filled through either hiring or promotion and will conduct a qualifications review whenever job duties change.

If Lane Community College at any time should inquire into an applicant's physical or mental condition or should conduct a medical examination, such inquiries or exams will be conducted in accordance with the VEVRAA regulations and the information obtained as a result of the inquiry or exam will be kept confidential, except as otherwise provided for in the VEVRAA regulations. The results of the examination or inquiry will only be used in accordance with the VEVRAA regulations.

### **IV. Reasonable Accommodation to Physical and Mental Limitations (41 CFR 60-300.44(d))**

Lane Community College will continue its longstanding commitment to making reasonable accommodation to the known physical or mental limitations of qualified disabled veterans unless doing so would impose an undue hardship on the operation of its business. The company also commits to engaging in an interactive process with the person requesting the accommodation (or the person's representative), as needed, to determine an appropriate accommodation.

If an employee who is known to be a qualified disabled veteran is having significant difficulty performing his or her job and it is reasonable to conclude that the performance problem may be related to the known disability, the manager or appropriate HR personnel will confidentially notify the employee of the performance problem and inquire whether the problem is related to the employee's disability. If the employee indicates that the performance problems are related to his or her disability, the employee is asked if reasonable accommodation is needed.

In determining the extent of the company's accommodation obligations, the following factors are considered:

1. Business necessity; and
2. Financial cost and expense.

Lane Community College will also ensure that all requests for reasonable accommodation and any medical or disability-related information provided to Lane Community College will be treated as confidential medical records and maintained in a separate medical file.

## **V. Anti-Harassment Procedures (41 CFR 60-300.44(e))**

Employees and applicants of Lane Community College will not be subject to harassment because of protected veteran status. Retaliation, including intimidation, threat, coercion, or discrimination, against an employee or applicant because they have objected to discrimination, engaged or may engage in filing a complaint, assisted in a review, investigation, or hearing or have otherwise sought to obtain their legal rights under any Federal, State, or local EEO law regarding protected veterans is prohibited. Any employee or applicant who believes that he or she has been subject to retaliation should promptly contact a manager in their chain of command, or promptly contact the AVP of Human Resources and Labor Relations for assistance.

This policy is made available for employees and applicants to view. Furthermore, Lane Community College monitors its environment for the presence of any forms of harassment, intimidation, or coercion and, where warranted, takes corrective action.

## **VI. External Dissemination of Policy, Outreach, and Positive Recruitment (41 CFR 60-300.44(f))**

Lane Community College undertakes appropriate outreach and positive recruitment efforts to effectively attract protected veterans. In order to comply with the external dissemination of the EEO and Affirmative Action policy, the company provides written or electronic notification to all current subcontractors, vendors, and suppliers and will continue to do so on an annual basis. The company will also provide such notification to new subcontractors, vendors, and suppliers upon entering into a relationship with them. Lane Community College has informed its recruiting sources, including State employment agencies and local employment service delivery systems, of the company's policy concerning the employment of qualified protected veterans and will notify them of employment opportunities as they become available. Lane Community College requested all recruiting sources to actively recruit and refer qualified persons for job opportunities. Lane Community College will include the equal opportunity clause concerning the employment of qualified protected veterans in all non-exempt subcontracts and purchase orders.

## **VII. Internal Dissemination of Policy (41 CFR 60-300.44(g))**

Lane Community College has developed internal procedures to communicate its obligation to engage in affirmative action efforts to employ and advance in employment qualified protected veterans. Procedures are designed to foster understanding, acceptance, and support among all employees and to encourage them to help Lane Community College meet this obligation.

The company realizes that an outreach program is ineffective without the adequate internal support from management personnel and other employees. In order to ensure greater employee cooperation and participation in the company's affirmative action efforts, AVP of Human Resources and Labor Relations has adopted policies and engaged in activities which are not limited to the following:

1. Copy of our AAP for Protected Veterans is available for inspection to any employee or applicant upon request;
2. EEO Policy Statement and the Know Your Rights: Workplace Discrimination is Illegal poster are placed on bulletin boards located throughout our facilities and work areas;
3. Electronic versions of the EEO Policy Statement and the Know Your Rights: Workplace Discrimination is Illegal poster are clearly labeled and posted on the company's intranet;
4. Meetings with executive, management, and supervisory personnel are held to explain the intent of the policy and individual responsibility for effective implementation;
5. Managers and supervisors are provided with affirmative action and EEO training upon commencement of their management roles;
6. Policy is discussed during employee orientation;
7. Union officials and/or employee representatives are informed of these policies; and
8. When employees are featured in publications, protected veterans are included when available.

## **VIII. Audit and Reporting Systems (41 CFR 60-300.44(h))**

The AVP of Human Resources and Labor Relations has the responsibility for the preparation and implementation of the AAP. Responsibility for the effective implementation of the AAP is also vested with each department manager and supervisor.

The following activities are reviewed at least annually to ensure freedom from discrimination against, or stereotyping of, protected veterans in any manner. During the self-audit, the following activities are reviewed:

1. Recruitment, advertising, and job application procedures;
2. Implementation of hiring, promotion, upgrading, award of tenure, layoff, and recall from layoff;
3. Rates of pay and any other forms of compensation including fringe benefits;
4. Job assignments, job classifications, job descriptions, and seniority lists;
5. Awarding of sick leave, leaves of absence, or implementation of any other leave policies;
6. Participation in training, mentoring, or apprenticeship programs, and attendance at professional meetings and conferences; and
7. Application of any other term, condition, or privilege of employment, including participation in company-sponsored educational, training, recreational, and social activities.

Lane Community College's audit system includes periodic reports provided by the AVP of Human Resources and Labor Relations documenting any efforts to achieve its EEO/AAP responsibilities. Managers and supervisors are asked to report any current or foreseeable EEO problem areas and are asked to outline their suggestions/recommendations for solutions.

The following documents are maintained as a component of Lane Community College's internal audit process: documentation of self-audit; summary data of personnel activity including external job offers and hires, promotions, resignations, terminations, and layoffs by job group relating to protected veterans; and an applicant flow log showing the name, race, ethnicity, sex, disability status, veteran status, date of application, job title, and action taken for all individuals applying for job opportunities.

## **IX. Responsibility for Implementation (41 CFR 60-300.44(i))**

## **A. Responsibilities of AVP of Human Resources and Labor Relations:**

Shane Turner, the AVP of Human Resources and Labor Relations, has been designated to direct the activities of the affirmative action program. This person has the responsibility for ensuring the effective implementation of the company's AAP. These responsibilities include, but are not limited to:

1. Implementing the AAP for protected veterans, policy statements, personnel policies and procedures, internal and external communication of the policy, and monitoring the effectiveness of these actions;
2. Reviewing all personnel actions, policies, and procedures to ensure compliance with Lane Community College's affirmative action obligations;
3. Assisting Human Resources department with reviewing the qualifications of all applicants and employees considered/eligible for hiring, promotion, transfer, or layoff/reduction in force to ensure qualified protected veterans are treated in a nondiscriminatory manner when hiring, promotion, transfer, or layoff/reduction in force occur;
4. Assisting in the development of solutions for any identified problem areas;
5. Monitoring the effectiveness of the program on a continuing basis through the development and implementation of an internal audit and reporting system that measures the effectiveness of the program;
6. Keeping management informed of equal opportunity progress and problems within the company through, at a minimum, periodic reports;
7. Providing department managers with a copy of the AAP for protected veterans and reviewing the program with them on an annual basis to ensure knowledge of their responsibilities for implementation of the program;
8. Reviewing the company's AAP for protected veterans with all managers and supervisors at all levels to ensure that the policy is understood and is followed in all personnel activities;
9. Assisting in ensuring that career development of employees who are protected veterans is equal to that of other employees;
10. Auditing the contents of company bulletin boards to ensure that required information is posted and up-to-date;
11. Serving as a liaison between Lane Community College and enforcement agencies; and
12. Serving as a liaison between Lane Community College and outreach and recruitment sources for protected veterans.

## **B. Responsibilities of Managers and Supervisors:**

Managers and supervisors are advised annually of their responsibilities under the company's AAP for protected veterans. These responsibilities include, but are not limited to:

1. Reviewing the company's affirmative action policy for protected veterans with subordinate managers and supervisors to ensure that they are aware of the policy and understand their obligation to comply with it in all personnel actions;
2. Reviewing the qualifications of all applicants and employees to ensure qualified individuals are treated in a nondiscriminatory manner when hiring, promotion, transfer, or layoff/reduction in force occur; and
3. Reviewing all employees' performance to ensure that non-discrimination is adhered to in all personnel activities.

## **X. Training (41 CFR 60-300.44(j))**

All personnel involved in the recruitment, screening, selection, promotion, disciplinary, and related processes receive annual training regarding Lane Community College's AAP and their role in its implementation. Employees hired or promoted into these roles also receive training on regulatory

requirements under Vietnam Era Veterans' Readjustment Assistance Act soon after being hired or placed into these roles.

During the annual training, personnel are advised of their responsibilities under the AAP for protected veterans and of their obligations to:

- Assist in the identification of problem areas, formulate solutions, and establish departmental goals and objectives when necessary;
- Ensure qualified applicants and employees who are protected veterans are treated in a nondiscriminatory manner in all employment practices, including when making selection decisions, such as for hire, promotion, training, or to receive awards or bonuses;
- Provide reasonable accommodation to the known physical or mental limitations of qualified disabled veterans unless such accommodation would impose an undue hardship on the conduct of its business;
- Maintain confidentiality of any information regarding self-identification of protected veteran status; and
- Ensure that nondiscrimination is adhered to in all personnel activities.

## **XI. Applicant and Hiring Data (41 CFR 60-300.44(k))**

Lane Community College collects employee data pertaining to protected veterans to assess the effectiveness of the company's outreach and recruitment efforts. We invite applicants to voluntarily inform the company whether they believe they are protected veterans in compliance with the VEVRAA requirements. This data will be maintained for three years.

## **XII. Hiring Benchmarks (41 CFR 60-300.45)**

Lane Community College has adopted the national percentage of veterans in the civilian labor force provided by OFCCP as its hiring benchmark for the AAP year. This benchmark is used as one of the criteria in its assessment of the effectiveness of its outreach and recruitment efforts.

# Availability Analysis

Analysis Data as of 12/29/2023

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Main

Job Group: 10 - Senior Executives

| Factor                                      | Weight  | Total Female                    |            | Total Minorities |            |
|---|---------|---------------------------------|------------|------------------|------------|
|   |         | <u>Avail</u>                    | <u>Wtd</u> | <u>Avail</u>     | <u>Wtd</u> |
| <b>Requisite skills in recruitment area</b> | 60.00   | 28.57                           | 17.14      | 19.55            | 11.73      |
| <i>Census Areas:</i>                        | 100.00% | United States                   |            |                  |            |
| <b>Internally available</b>                 | 40.00   | 49.13                           | 19.65      | 15.04            | 6.02       |
| <i>Feeders:</i>                             | 50.00%  | 11 - Non-Instructional Managers |            |                  |            |
|   | 50.00%  | 12 - Instructional Managers     |            |                  |            |
| <b>Total Weighted Availability</b>          |         | <b>36.80</b>                    |            | <b>17.75</b>     |            |

# Availability Analysis

Analysis Data as of 12/29/2023

## Main

### Job Group: 11 - Non-Instructional Managers

| Factor                                      | Weight                | Total Female                          |            | Total Minorities |            |
|---|-----------------------|---------------------------------------|------------|------------------|------------|
|   |                       | <u>Avail</u>                          | <u>Wtd</u> | <u>Avail</u>     | <u>Wtd</u> |
| <b>Requisite skills in recruitment area</b> | 68.00                 | 54.52                                 | 37.07      | 27.53            | 18.72      |
| <i>Census Areas:</i>                        | 100.00% United States |                                       |            |                  |            |
| <b>Internally available</b>                 | 32.00                 | 37.20                                 | 11.90      | 14.59            | 4.67       |
| <i>Feeders:</i>                             | 11.12%                | 15 - Trade & Tech Skills Faculty      |            |                  |            |
|   | 11.11%                | 19 - Prof HR, Fin, Coord; all         |            |                  |            |
|   | 11.11%                | 23 - Computer Program/Network/Help    |            |                  |            |
|   | 11.11%                | 24 - Student Srv & Instruct Support   |            |                  |            |
|   | 11.11%                | 26 - Craft (skilled)                  |            |                  |            |
|   | 11.11%                | PT15 - PT Trade & Tech Faculty        |            |                  |            |
|   | 11.11%                | PT19 - PT Prof HR, Fin, Coord; all    |            |                  |            |
|   | 11.11%                | PT23 - PT Computer Program/Network/He |            |                  |            |
|   | 11.11%                | PT24 - PT Student Srv & Instr Support |            |                  |            |
| <b>Total Weighted Availability</b>          |                       | <b>48.98</b>                          |            | <b>23.39</b>     |            |

# Availability Analysis

Analysis Data as of 12/29/2023

## Main

### Job Group: 12 - Instructional Managers

| Factor                                      | Weight  | Total Female                         |            | Total Minorities |            |
|---|---------|--------------------------------------|------------|------------------|------------|
|   |         | <u>Avail</u>                         | <u>Wtd</u> | <u>Avail</u>     | <u>Wtd</u> |
| <b>Requisite skills in recruitment area</b> | 58.80   | 64.76                                | 38.08      | 28.85            | 16.96      |
| <i>Census Areas:</i>                        | 100.00% | United States                        |            |                  |            |
| <b>Internally available</b>                 | 41.20   | 57.73                                | 23.79      | 13.46            | 5.55       |
| <i>Feeders:</i>                             | 9.09%   | 13 - Arts & Letter Faculty           |            |                  |            |
|   | 9.09%   | 14 - Science & Math Faculty          |            |                  |            |
|   | 9.09%   | 15 - Trade & Tech Skills Faculty     |            |                  |            |
|   | 9.09%   | 16 - Basic Skills Faculty            |            |                  |            |
|   | 9.09%   | 17 - Health & Athletic Faculty       |            |                  |            |
|   | 9.09%   | 18 - Non-Instructional Faculty       |            |                  |            |
|   | 9.09%   | PT13 - PT Arts & Letter Faculty      |            |                  |            |
|   | 9.09%   | PT14 - PT Science & Math Faculty     |            |                  |            |
|   | 9.09%   | PT15 - PT Trade & Tech Faculty       |            |                  |            |
|   | 9.09%   | PT16 - PT Basic Skills Faculty       |            |                  |            |
|   | 9.10%   | PT17 - PT Health & Athletics Faculty |            |                  |            |
| <b>Total Weighted Availability</b>          |         | <b>61.87</b>                         |            | <b>22.51</b>     |            |

# Availability Analysis

Analysis Data as of 12/29/2023

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Main

Job Group: 13 - Arts & Letter Faculty

| Factor                                      | Weight  | Total Female                    |            | Total Minorities |            |
|---|---------|---------------------------------|------------|------------------|------------|
|   |         | <u>Avail</u>                    | <u>Wtd</u> | <u>Avail</u>     | <u>Wtd</u> |
| <b>Requisite skills in recruitment area</b> | 36.00   | 49.68                           | 17.88      | 28.96            | 10.43      |
| <i>Census Areas:</i>                        | 100.00% | United States                   |            |                  |            |
| <b>Internally available</b>                 | 64.00   | 54.67                           | 34.99      | 20.00            | 12.80      |
| <i>Feeders:</i>                             | 100.00% | PT13 - PT Arts & Letter Faculty |            |                  |            |
| <b>Total Weighted Availability</b>          |         | <b>52.87</b>                    |            | <b>23.23</b>     |            |

# Availability Analysis

Analysis Data as of 12/29/2023

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## Main

### Job Group: 14 - Science & Math Faculty

| Factor                                      | Weight  | Total Female                     |            | Total Minorities |            |
|---|---------|----------------------------------|------------|------------------|------------|
|   |         | <u>Avail</u>                     | <u>Wtd</u> | <u>Avail</u>     | <u>Wtd</u> |
| <b>Requisite skills in recruitment area</b> | 60.00   | 49.68                            | 29.81      | 28.96            | 17.38      |
| <i>Census Areas:</i>                        | 100.00% | United States                    |            |                  |            |
| <b>Internally available</b>                 | 40.00   | 42.31                            | 16.92      | 3.85             | 1.54       |
| <i>Feeders:</i>                             | 100.00% | PT14 - PT Science & Math Faculty |            |                  |            |
| <b>Total Weighted Availability</b>          |         | <b>46.73</b>                     |            | <b>18.91</b>     |            |

# Availability Analysis

Analysis Data as of 12/29/2023

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## Main

### Job Group: 15 - Trade & Tech Skills Faculty

| Factor                                      | Weight  | Total Female                   |              | Total Minorities |              |
|---|---------|--------------------------------|--------------|------------------|--------------|
|   |         | <u>Avail</u>                   | <u>Wtd</u>   | <u>Avail</u>     | <u>Wtd</u>   |
| <b>Requisite skills in recruitment area</b> | 53.00   | 49.68                          | 26.33        | 28.96            | 15.35        |
| <i>Census Areas:</i>                        | 100.00% | United States                  |              |                  |              |
| <b>Internally available</b>                 | 47.00   | 38.10                          | 17.90        | 14.29            | 6.71         |
| <i>Feeders:</i>                             | 100.00% | PT15 - PT Trade & Tech Faculty |              |                  |              |
| <b>Total Weighted Availability</b>          |         |                                | <b>44.23</b> |                  | <b>22.06</b> |

# Availability Analysis

Analysis Data as of 12/29/2023

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Main

Job Group: 16 - Basic Skills Faculty

| Factor                                      | Weight  | Total Female                   |              | Total Minorities |            |
|---|---------|--------------------------------|--------------|------------------|------------|
|   |         | <u>Avail</u>                   | <u>Wtd</u>   | <u>Avail</u>     | <u>Wtd</u> |
| <b>Requisite skills in recruitment area</b> | 53.00   | 49.68                          | 26.33        | 28.96            | 15.35      |
| <i>Census Areas:</i>                        | 100.00% | United States                  |              |                  |            |
| <b>Internally available</b>                 | 47.00   | 69.23                          | 32.54        | 11.54            | 5.42       |
| <i>Feeders:</i>                             | 100.00% | PT16 - PT Basic Skills Faculty |              |                  |            |
| <b>Total Weighted Availability</b>          |         |                                | <b>58.87</b> | <b>20.77</b>     |            |

# Availability Analysis

Analysis Data as of 12/29/2023

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## Main

### Job Group: 17 - Health & Athletic Faculty

| Factor                                      | Weight  | Total Female                         |            | Total Minorities |            |
|---|---------|--------------------------------------|------------|------------------|------------|
|   |         | <u>Avail</u>                         | <u>Wtd</u> | <u>Avail</u>     | <u>Wtd</u> |
| <b>Requisite skills in recruitment area</b> | 35.00   | 49.68                                | 17.39      | 28.96            | 10.14      |
| <i>Census Areas:</i>                        | 100.00% | United States                        |            |                  |            |
| <b>Internally available</b>                 | 65.00   | 67.27                                | 43.73      | 16.36            | 10.64      |
| <i>Feeders:</i>                             | 100.00% | PT17 - PT Health & Athletics Faculty |            |                  |            |
| <b>Total Weighted Availability</b>          |         | <b>61.11</b>                         |            | <b>20.77</b>     |            |

# Availability Analysis

Analysis Data as of 12/29/2023

## Main

### Job Group: 18 - Non-Instructional Faculty

| Factor                                      | Weight                                      | Total Female |            | Total Minorities |            |
|---|---|--------------|------------|------------------|------------|
|   |   | <u>Avail</u> | <u>Wtd</u> | <u>Avail</u>     | <u>Wtd</u> |
| <b>Requisite skills in recruitment area</b> | 87.50                                       | 49.68        | 43.47      | 28.96            | 25.34      |
| <i>Census Areas:</i>                        | 100.00% United States                       |              |            |                  |            |
| <b>Internally available</b>                 | 12.50                                       | 53.16        | 6.65       | 10.74            | 1.34       |
| <i>Feeders:</i>                             | 16.67% 15 - Trade & Tech Skills Faculty     |              |            |                  |            |
|   | 16.65% 17 - Health & Athletic Faculty       |              |            |                  |            |
|   | 16.67% PT13 - PT Arts & Letter Faculty      |              |            |                  |            |
|   | 16.67% PT14 - PT Science & Math Faculty     |              |            |                  |            |
|   | 16.67% PT16 - PT Basic Skills Faculty       |              |            |                  |            |
|   | 16.67% PT17 - PT Health & Athletics Faculty |              |            |                  |            |
| <b>Total Weighted Availability</b>          |   | <b>50.11</b> |            | <b>26.68</b>     |            |

# Availability Analysis

Analysis Data as of 12/29/2023

## Main

Job Group: 19 - Prof HR, Fin, Coord; all

| Factor  | Weight | Total Female |            | Total Minorities |            |
|---|--------|--------------|------------|------------------|------------|
|   |        | <u>Avail</u> | <u>Wtd</u> | <u>Avail</u>     | <u>Wtd</u> |
| <b>Requisite skills in recruitment area</b>               | 65.22  | 49.42        | 32.23      | 11.32            | 7.38       |
| <i>Census Areas:</i> 100.00% Oregon state                 |        |              |            |                  |            |
| <b>Internally available</b>                               | 34.78  | 56.46        | 19.64      | 18.59            | 6.47       |
| <i>Feeders:</i> 14.28% 21 - Para-prof;Technology &/or Adm |        |              |            |                  |            |
| 14.28% 23 - Computer Program/Network/Help                 |        |              |            |                  |            |
| 14.28% 24 - Student Srv & Instruct Support                |        |              |            |                  |            |
| 14.28% 25 - Administrative Support                        |        |              |            |                  |            |
| 14.28% 26 - Craft (skilled)                               |        |              |            |                  |            |
| 14.28% 28 - Service Worker                                |        |              |            |                  |            |
| 14.32% PT25 - PT Administrative Support                   |        |              |            |                  |            |
| <b>Total Weighted Availability</b>                        |        | <b>51.87</b> |            | <b>13.85</b>     |            |

# Availability Analysis

Analysis Data as of 12/29/2023

## Main

Job Group: 21 - Para-prof;Technology &/or Adm

| Factor                                      | Weight  | Total Female                          |              | Total Minorities |              |
|---|---------|---------------------------------------|--------------|------------------|--------------|
|   |         | <u>Avail</u>                          | <u>Wtd</u>   | <u>Avail</u>     | <u>Wtd</u>   |
| <b>Requisite skills in recruitment area</b> | 60.00   | 56.09                                 | 33.65        | 16.08            | 9.65         |
| <i>Census Areas:</i>                        | 100.00% | Oregon state                          |              |                  |              |
| <b>Internally available</b>                 | 40.00   | 70.28                                 | 28.11        | 20.95            | 8.38         |
| <i>Feeders:</i>                             | 11.12%  | 19 - Prof HR, Fin, Coord; all         |              |                  |              |
|   | 11.11%  | 24 - Student Srv & Instruct Support   |              |                  |              |
|   | 11.11%  | 25 - Administrative Support           |              |                  |              |
|   | 11.11%  | 28 - Service Worker                   |              |                  |              |
|   | 11.11%  | PT19 - PT Prof HR, Fin, Coord; all    |              |                  |              |
|   | 11.11%  | PT21 - PT Para-prof;Tech &/or Admin   |              |                  |              |
|   | 11.11%  | PT24 - PT Student Srv & Instr Support |              |                  |              |
|   | 11.11%  | PT25 - PT Administrative Support      |              |                  |              |
|   | 11.11%  | PT28 - PT Service Worker              |              |                  |              |
| <b>Total Weighted Availability</b>          |         |                                       | <b>61.76</b> |                  | <b>18.02</b> |

# Availability Analysis

Analysis Data as of 12/29/2023

Main

Job Group: 23 - Computer Program/Network/Help

| Factor                                      | Weight  | Total Female                          |            | Total Minorities |            |
|---|---------|---------------------------------------|------------|------------------|------------|
|   |         | <u>Avail</u>                          | <u>Wtd</u> | <u>Avail</u>     | <u>Wtd</u> |
| <b>Requisite skills in recruitment area</b> | 95.00   | 22.04                                 | 20.94      | 36.11            | 34.30      |
| <i>Census Areas:</i>                        | 100.00% | United States                         |            |                  |            |
| <b>Internally available</b>                 | 5.00    | 47.50                                 | 2.37       | 15.00            | 0.75       |
| <i>Feeders:</i>                             | 33.33%  | 21 - Para-prof;Technology &/or Adm    |            |                  |            |
|   | 33.33%  | PT21 - PT Para-prof;Tech &/or Admin   |            |                  |            |
|   | 33.34%  | PT23 - PT Computer Program/Network/He |            |                  |            |
| <b>Total Weighted Availability</b>          |         | <b>23.31</b>                          |            | <b>35.05</b>     |            |

# Availability Analysis

Analysis Data as of 12/29/2023

## Main

### Job Group: 24 - Student Srv & Instruct Support

| Factor                                      | Weight  | Total Female                        |            | Total Minorities |            |
|---|---------|-------------------------------------|------------|------------------|------------|
|   |         | <u>Avail</u>                        | <u>Wtd</u> | <u>Avail</u>     | <u>Wtd</u> |
| <b>Requisite skills in recruitment area</b> | 65.00   | 73.83                               | 47.99      | 17.33            | 11.27      |
| <i>Census Areas:</i>                        | 100.00% | Lane County, OR                     |            |                  |            |
| <b>Internally available</b>                 | 35.00   | 79.58                               | 27.85      | 18.75            | 6.56       |
| <i>Feeders:</i>                             | 25.00%  | 21 - Para-prof;Technology &/or Adm  |            |                  |            |
|   | 25.00%  | 25 - Administrative Support         |            |                  |            |
|   | 25.00%  | PT21 - PT Para-prof;Tech &/or Admin |            |                  |            |
|   | 25.00%  | PT25 - PT Administrative Support    |            |                  |            |
| <b>Total Weighted Availability</b>          |         | <b>75.84</b>                        |            | <b>17.83</b>     |            |

# Availability Analysis

Analysis Data as of 12/29/2023

## Main

### Job Group: 25 - Administrative Support

| Factor                                      | Weight  | Total Female                          |            | Total Minorities |            |
|---|---------|---------------------------------------|------------|------------------|------------|
|   |         | <u>Avail</u>                          | <u>Wtd</u> | <u>Avail</u>     | <u>Wtd</u> |
| <b>Requisite skills in recruitment area</b> | 67.95   | 63.00                                 | 42.81      | 12.14            | 8.25       |
| <i>Census Areas:</i>                        | 100.00% | Lane County, OR                       |            |                  |            |
| <b>Internally available</b>                 | 32.05   | 68.21                                 | 21.86      | 21.05            | 6.75       |
| <i>Feeders:</i>                             | 14.28%  | 21 - Para-prof;Technology &/or Adm    |            |                  |            |
|   | 14.28%  | 24 - Student Srv & Instruct Support   |            |                  |            |
|   | 14.28%  | 28 - Service Worker                   |            |                  |            |
|   | 14.28%  | PT21 - PT Para-prof;Tech &/or Admin   |            |                  |            |
|   | 14.28%  | PT24 - PT Student Srv & Instr Support |            |                  |            |
|   | 14.32%  | PT25 - PT Administrative Support      |            |                  |            |
|   | 14.28%  | PT28 - PT Service Worker              |            |                  |            |
| <b>Total Weighted Availability</b>          |         | <b>64.67</b>                          |            | <b>14.99</b>     |            |

# Availability Analysis

Analysis Data as of 12/29/2023

## Main

Job Group: 26 - Craft (skilled)

| Factor                                      | Weight  | Total Female                       |            | Total Minorities |            |
|---|---------|------------------------------------|------------|------------------|------------|
|   |         | <u>Avail</u>                       | <u>Wtd</u> | <u>Avail</u>     | <u>Wtd</u> |
| <b>Requisite skills in recruitment area</b> | 85.71   | 4.49                               | 3.84       | 19.44            | 16.66      |
| <i>Census Areas:</i>                        | 100.00% | Oregon state                       |            |                  |            |
| <b>Internally available</b>                 | 14.29   | 21.57                              | 3.08       | 49.51            | 7.08       |
| <i>Feeders:</i>                             | 33.33%  | 27 - Operatives (semi-skilled)     |            |                  |            |
|   | 33.33%  | 28 - Service Worker                |            |                  |            |
|   | 33.34%  | PT27 - PT Operative (semi-skilled) |            |                  |            |
| <b>Total Weighted Availability</b>          |         | <b>6.93</b>                        |            | <b>23.74</b>     |            |

# Availability Analysis

Analysis Data as of 12/29/2023

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## Main

### Job Group: 27 - Operatives (semi-skilled)

| Factor                                      | Weight  | Total Female                       |            | Total Minorities |            |
|---|---------|------------------------------------|------------|------------------|------------|
|   |         | <u>Avail</u>                       | <u>Wtd</u> | <u>Avail</u>     | <u>Wtd</u> |
| <b>Requisite skills in recruitment area</b> | 83.33   | 19.82                              | 16.51      | 21.09            | 17.58      |
| <i>Census Areas:</i>                        | 100.00% | Lane County, OR                    |            |                  |            |
| <b>Internally available</b>                 | 16.67   | 16.67                              | 2.78       | 61.11            | 10.19      |
| <i>Feeders:</i>                             | 50.00%  | 29 - Laborers (unskilled)          |            |                  |            |
|   | 50.00%  | PT27 - PT Operative (semi-skilled) |            |                  |            |
| <b>Total Weighted Availability</b>          |         | <b>19.29</b>                       |            | <b>27.76</b>     |            |

# Availability Analysis

Analysis Data as of 12/29/2023

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Main

Job Group: 28 - Service Worker

| Factor   | Weight | Total Female |              | Total Minorities |            |
|--|--------|--------------|--------------|------------------|------------|
|  |        | <u>Avail</u> | <u>Wtd</u>   | <u>Avail</u>     | <u>Wtd</u> |
| <b>Requisite skills in recruitment area</b>        | 45.00  | 73.26        | 32.97        | 20.80            | 9.36       |
| <i>Census Areas:</i> 100.00% Eugene, OR Metro Area |        |              |              |                  |            |
| <b>Internally available</b>                        | 55.00  | 57.14        | 31.43        | 35.71            | 19.64      |
| <i>Feeders:</i> 100.00% PT28 - PT Service Worker   |        |              |              |                  |            |
| <b>Total Weighted Availability</b>                 |        |              | <b>64.40</b> | <b>29.00</b>     |            |

# Availability Analysis

Analysis Data as of 12/29/2023

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Main

Job Group: 29 - Laborers (unskilled)

| Factor   | Weight | Total Female |              | Total Minorities |            |
|--|--------|--------------|--------------|------------------|------------|
|  |        | <u>Avail</u> | <u>Wtd</u>   | <u>Avail</u>     | <u>Wtd</u> |
| <b>Requisite skills in recruitment area</b>        | 100.00 | 35.58        | 35.58        | 22.52            | 22.52      |
| <i>Census Areas:</i> 100.00% Eugene, OR Metro Area |        |              |              |                  |            |
| <b>Internally available</b>                        | 0.00   | 0.00         | 0.00         | 0.00             | 0.00       |
| <b>Total Weighted Availability</b>                 |        |              | <b>35.58</b> | <b>22.52</b>     |            |

# Availability Analysis

Analysis Data as of 12/29/2023

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Main

Job Group: PT13 - PT Arts & Letter Faculty

| Factor                                      | Weight | Total Female |            | Total Minorities |            |
|---|--------|--------------|------------|------------------|------------|
|   |        | <u>Avail</u> | <u>Wtd</u> | <u>Avail</u>     | <u>Wtd</u> |
| <b>Requisite skills in recruitment area</b> | 100.00 | 49.61        | 49.61      | 19.42            | 19.42      |
| <i>Census Areas:</i> 100.00% Oregon state   |        |              |            |                  |            |
| <b>Internally available</b>                 | 0.00   | 0.00         | 0.00       | 0.00             | 0.00       |
| <b>Total Weighted Availability</b>          |        | <b>49.61</b> |            | <b>19.42</b>     |            |

# Availability Analysis

Analysis Data as of 12/29/2023

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Main

Job Group: PT14 - PT Science & Math Faculty

| Factor                                      | Weight | Total Female |              | Total Minorities |            |
|---|--------|--------------|--------------|------------------|------------|
|   |        | <u>Avail</u> | <u>Wtd</u>   | <u>Avail</u>     | <u>Wtd</u> |
| <b>Requisite skills in recruitment area</b> | 100.00 | 49.61        | 49.61        | 19.42            | 19.42      |
| <i>Census Areas:</i> 100.00% Oregon state   |        |              |              |                  |            |
| <b>Internally available</b>                 | 0.00   | 0.00         | 0.00         | 0.00             | 0.00       |
| <b>Total Weighted Availability</b>          |        |              | <b>49.61</b> | <b>19.42</b>     |            |

# Availability Analysis

Analysis Data as of 12/29/2023

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Main

Job Group: PT15 - PT Trade & Tech Faculty

| Factor                                      | Weight | Total Female |            | Total Minorities |            |
|---|--------|--------------|------------|------------------|------------|
|   |        | <u>Avail</u> | <u>Wtd</u> | <u>Avail</u>     | <u>Wtd</u> |
| <b>Requisite skills in recruitment area</b> | 100.00 | 49.61        | 49.61      | 19.42            | 19.42      |
| <i>Census Areas:</i> 100.00% Oregon state   |        |              |            |                  |            |
| <b>Internally available</b>                 | 0.00   | 0.00         | 0.00       | 0.00             | 0.00       |
| <b>Total Weighted Availability</b>          |        | <b>49.61</b> |            | <b>19.42</b>     |            |

# Availability Analysis

Analysis Data as of 12/29/2023

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Main

Job Group: PT16 - PT Basic Skills Faculty

| Factor                                      | Weight | Total Female |              | Total Minorities |            |
|---|--------|--------------|--------------|------------------|------------|
|   |        | <u>Avail</u> | <u>Wtd</u>   | <u>Avail</u>     | <u>Wtd</u> |
| <b>Requisite skills in recruitment area</b> | 100.00 | 49.61        | 49.61        | 19.42            | 19.42      |
| <i>Census Areas:</i> 100.00% Oregon state   |        |              |              |                  |            |
| <b>Internally available</b>                 | 0.00   | 0.00         | 0.00         | 0.00             | 0.00       |
| <b>Total Weighted Availability</b>          |        |              | <b>49.61</b> | <b>19.42</b>     |            |

# Availability Analysis

Analysis Data as of 12/29/2023

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Main

Job Group: PT17 - PT Health & Athletics Faculty

| Factor                                      | Weight | Total Female |              | Total Minorities |            |
|---|--------|--------------|--------------|------------------|------------|
|   |        | <u>Avail</u> | <u>Wtd</u>   | <u>Avail</u>     | <u>Wtd</u> |
| <b>Requisite skills in recruitment area</b> | 100.00 | 49.61        | 49.61        | 19.42            | 19.42      |
| <i>Census Areas:</i> 100.00% Oregon state   |        |              |              |                  |            |
| <b>Internally available</b>                 | 0.00   | 0.00         | 0.00         | 0.00             | 0.00       |
| <b>Total Weighted Availability</b>          |        |              | <b>49.61</b> | <b>19.42</b>     |            |

# Availability Analysis

Analysis Data as of 12/29/2023

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Main

Job Group: PT19 - PT Prof HR, Fin, Coord; all

| Factor   | Weight | Total Female |              | Total Minorities |            |
|--|--------|--------------|--------------|------------------|------------|
|  |        | <u>Avail</u> | <u>Wtd</u>   | <u>Avail</u>     | <u>Wtd</u> |
| <b>Requisite skills in recruitment area</b>        | 100.00 | 50.99        | 50.99        | 7.60             | 7.60       |
| <i>Census Areas:</i> 100.00% Eugene, OR Metro Area |        |              |              |                  |            |
| <b>Internally available</b>                        | 0.00   | 0.00         | 0.00         | 0.00             | 0.00       |
| <b>Total Weighted Availability</b>                 |        |              | <b>50.99</b> | <b>7.60</b>      |            |

# Availability Analysis

Analysis Data as of 12/29/2023

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## Main

Job Group: PT21 - PT Para-prof;Tech &/or Admin

| Factor   | Weight | Total Female |              | Total Minorities |            |
|--|--------|--------------|--------------|------------------|------------|
|  |        | <u>Avail</u> | <u>Wtd</u>   | <u>Avail</u>     | <u>Wtd</u> |
| <b>Requisite skills in recruitment area</b>        | 100.00 | 17.64        | 17.64        | 16.10            | 16.10      |
| <i>Census Areas:</i> 100.00% Eugene, OR Metro Area |        |              |              |                  |            |
| <b>Internally available</b>                        | 0.00   | 0.00         | 0.00         | 0.00             | 0.00       |
| <b>Total Weighted Availability</b>                 |        |              | <b>17.64</b> | <b>16.10</b>     |            |

# Availability Analysis

Analysis Data as of 12/29/2023

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Main

Job Group: PT23 - PT Computer Program/Network/He

| Factor                                      | Weight  | Total Female          |              | Total Minorities |            |
|---|---------|-----------------------|--------------|------------------|------------|
|   |         | <u>Avail</u>          | <u>Wtd</u>   | <u>Avail</u>     | <u>Wtd</u> |
| <b>Requisite skills in recruitment area</b> | 100.00  | 24.81                 | 24.81        | 4.59             | 4.59       |
| <i>Census Areas:</i>                        | 100.00% | Eugene, OR Metro Area |              |                  |            |
| <b>Internally available</b>                 | 0.00    | 0.00                  | 0.00         | 0.00             | 0.00       |
| <b>Total Weighted Availability</b>          |         |                       | <b>24.81</b> | <b>4.59</b>      |            |

# Availability Analysis

Analysis Data as of 12/29/2023

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Main

Job Group: PT24 - PT Student Srv & Instr Support

| Factor   | Weight | Total Female |              | Total Minorities |            |
|--|--------|--------------|--------------|------------------|------------|
|  |        | <u>Avail</u> | <u>Wtd</u>   | <u>Avail</u>     | <u>Wtd</u> |
| <b>Requisite skills in recruitment area</b>        | 100.00 | 78.03        | 78.03        | 18.68            | 18.68      |
| <i>Census Areas:</i> 100.00% Eugene, OR Metro Area |        |              |              |                  |            |
| <b>Internally available</b>                        | 0.00   | 0.00         | 0.00         | 0.00             | 0.00       |
| <b>Total Weighted Availability</b>                 |        |              | <b>78.03</b> | <b>18.68</b>     |            |

# Availability Analysis

Analysis Data as of 12/29/2023

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Main

Job Group: PT25 - PT Administrative Support

| Factor   | Weight | Total Female |              | Total Minorities |            |
|--|--------|--------------|--------------|------------------|------------|
|  |        | <u>Avail</u> | <u>Wtd</u>   | <u>Avail</u>     | <u>Wtd</u> |
| <b>Requisite skills in recruitment area</b>        | 100.00 | 74.15        | 74.15        | 13.61            | 13.61      |
| <i>Census Areas:</i> 100.00% Eugene, OR Metro Area |        |              |              |                  |            |
| <b>Internally available</b>                        | 0.00   | 0.00         | 0.00         | 0.00             | 0.00       |
| <b>Total Weighted Availability</b>                 |        |              | <b>74.15</b> | <b>13.61</b>     |            |

# Availability Analysis

Analysis Data as of 12/29/2023

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Main

Job Group: PT26 - PT Craft worker (skilled)

| Factor   | Weight | Total Female |             | Total Minorities |            |
|--|--------|--------------|-------------|------------------|------------|
|  |        | <u>Avail</u> | <u>Wtd</u>  | <u>Avail</u>     | <u>Wtd</u> |
| <b>Requisite skills in recruitment area</b>        | 100.00 | 1.90         | 1.90        | 20.60            | 20.60      |
| <i>Census Areas:</i> 100.00% Eugene, OR Metro Area |        |              |             |                  |            |
| <b>Internally available</b>                        | 0.00   | 0.00         | 0.00        | 0.00             | 0.00       |
| <b>Total Weighted Availability</b>                 |        |              | <b>1.90</b> | <b>20.60</b>     |            |

# Availability Analysis

Analysis Data as of 12/29/2023

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Main

Job Group: PT27 - PT Operative (semi-skilled)

| Factor   | Weight | Total Female |              | Total Minorities |            |
|--|--------|--------------|--------------|------------------|------------|
|  |        | <u>Avail</u> | <u>Wtd</u>   | <u>Avail</u>     | <u>Wtd</u> |
| <b>Requisite skills in recruitment area</b>        | 100.00 | 77.95        | 77.95        | 14.65            | 14.65      |
| <i>Census Areas:</i> 100.00% Eugene, OR Metro Area |        |              |              |                  |            |
| <b>Internally available</b>                        | 0.00   | 0.00         | 0.00         | 0.00             | 0.00       |
| <b>Total Weighted Availability</b>                 |        |              | <b>77.95</b> | <b>14.65</b>     |            |

# Availability Analysis

Analysis Data as of 12/29/2023

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Main

Job Group: PT28 - PT Service Worker

| Factor   | Weight | Total Female |              | Total Minorities |            |
|--|--------|--------------|--------------|------------------|------------|
|  |        | <u>Avail</u> | <u>Wtd</u>   | <u>Avail</u>     | <u>Wtd</u> |
| <b>Requisite skills in recruitment area</b>        | 100.00 | 55.24        | 55.24        | 19.30            | 19.30      |
| <i>Census Areas:</i> 100.00% Eugene, OR Metro Area |        |              |              |                  |            |
| <b>Internally available</b>                        | 0.00   | 0.00         | 0.00         | 0.00             | 0.00       |
| <b>Total Weighted Availability</b>                 |        |              | <b>55.24</b> | <b>19.30</b>     |            |

# Availability Analysis

Analysis Data as of 12/29/2023

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## Main

Job Group: PT29 - PT Laborer (unskilled)

| Factor   | Weight | Total Female |              | Total Minorities |            |
|--|--------|--------------|--------------|------------------|------------|
|  |        | <u>Avail</u> | <u>Wtd</u>   | <u>Avail</u>     | <u>Wtd</u> |
| <b>Requisite skills in recruitment area</b>        | 100.00 | 33.71        | 33.71        | 27.08            | 27.08      |
| <i>Census Areas:</i> 100.00% Eugene, OR Metro Area |        |              |              |                  |            |
| <b>Internally available</b>                        | 0.00   | 0.00         | 0.00         | 0.00             | 0.00       |
| <b>Total Weighted Availability</b>                 |        |              | <b>33.71</b> | <b>27.08</b>     |            |

# Incumbency vs Availability

Analysis Data as of 12/29/2023

## Main

### Job Group: 10 - Senior Executives

| Factor   | Weight | Total Female |            | Total Minorities |            |
|--|--------|--------------|------------|------------------|------------|
|  |        | <u>Avail</u> | <u>Wtd</u> | <u>Avail</u>     | <u>Wtd</u> |
| Requisite skills in recruitment area                       | 60.00  | 28.57        | 17.14      | 19.55            | 11.73      |
| Internally available                                       | 40.00  | 49.13        | 19.65      | 15.04            | 6.02       |
| <b>Total Weighted Availability</b>                         |        | <b>36.80</b> |            | <b>17.75</b>     |            |
| <b>Current Utilization</b>                                 |        | <b>44.44</b> |            | <b>11.11</b>     |            |
| <b>Incumbents</b> <b>Total: 9</b>                          |        |              | 4          |                  | 1          |
| <b>Expected Incumbents</b>                                 |        |              | 3.31       |                  | 1.60       |
| <b>Shortfall in Persons</b>                                |        |              | 0.00       |                  | 0.60       |
| <b>Difference is greater than or equal to 0.01 persons</b> |        |              | <b>No</b>  |                  | <b>Yes</b> |

# Incumbency vs Availability

Analysis Data as of 12/29/2023

## Main

### Job Group: 11 - Non-Instructional Managers

| Factor   | Weight           | Total Female |           | Total Minorities |            |
|--|------------------|--------------|-----------|------------------|------------|
|  |                  | Avail        | Wtd       | Avail            | Wtd        |
| Requisite skills in recruitment area                       | 68.00            | 54.52        | 37.07     | 27.53            | 18.72      |
| Internally available                                       | 32.00            | 37.20        | 11.90     | 14.59            | 4.67       |
| <b>Total Weighted Availability</b>                         |                  | <b>48.98</b> |           | <b>23.39</b>     |            |
| <b>Current Utilization</b>                                 |                  | <b>61.90</b> |           | <b>11.90</b>     |            |
| <b>Incumbents</b>  | <b>Total: 42</b> |              | 26        |                  | 5          |
| <b>Expected Incumbents</b>                                 |                  |              | 20.57     |                  | 9.82       |
| <b>Shortfall in Persons</b>                                |                  |              | 0.00      |                  | 4.82       |
| <b>Difference is greater than or equal to 0.01 persons</b> |                  |              | <b>No</b> |                  | <b>Yes</b> |

# Incumbency vs Availability

Analysis Data as of 12/29/2023

## Main

### Job Group: 12 - Instructional Managers

| Factor   | Weight           | Total Female |              | Total Minorities |              |
|--|------------------|--------------|--------------|------------------|--------------|
|  |                  | <u>Avail</u> | <u>Wtd</u>   | <u>Avail</u>     | <u>Wtd</u>   |
| Requisite skills in recruitment area                       | 58.80            | 64.76        | 38.08        | 28.85            | 16.96        |
| Internally available                                       | 41.20            | 57.73        | 23.79        | 13.46            | 5.55         |
| <b>Total Weighted Availability</b>                         |                  |              | <b>61.87</b> |                  | <b>22.51</b> |
| <b>Current Utilization</b>                                 |                  |              | <b>36.36</b> |                  | <b>18.18</b> |
| <b>Incumbents</b>  | <b>Total: 11</b> |              | 4            |                  | 2            |
| <b>Expected Incumbents</b>                                 |                  |              | 6.81         |                  | 2.48         |
| <b>Shortfall in Persons</b>                                |                  |              | 2.81         |                  | 0.48         |
| <b>Difference is greater than or equal to 0.01 persons</b> |                  |              | <b>Yes</b>   |                  | <b>Yes</b>   |

# Incumbency vs Availability

Analysis Data as of 12/29/2023

## Main

### Job Group: 13 - Arts & Letter Faculty

| Factor   | Weight           | Total Female |           | Total Minorities |            |
|--|------------------|--------------|-----------|------------------|------------|
|  |                  | Avail        | Wtd       | Avail            | Wtd        |
| Requisite skills in recruitment area                       | 36.00            | 49.68        | 17.88     | 28.96            | 10.43      |
| Internally available                                       | 64.00            | 54.67        | 34.99     | 20.00            | 12.80      |
| <b>Total Weighted Availability</b>                         |                  | <b>52.87</b> |           | <b>23.23</b>     |            |
| <b>Current Utilization</b>                                 |                  | <b>54.24</b> |           | <b>18.64</b>     |            |
| <b>Incumbents</b>  | <b>Total: 59</b> |              | 32        |                  | 11         |
| <b>Expected Incumbents</b>                                 |                  |              | 31.19     |                  | 13.70      |
| <b>Shortfall in Persons</b>                                |                  |              | 0.00      |                  | 2.70       |
| <b>Difference is greater than or equal to 0.01 persons</b> |                  |              | <b>No</b> |                  | <b>Yes</b> |

# Incumbency vs Availability

Analysis Data as of 12/29/2023

## Main

### Job Group: 14 - Science & Math Faculty

| Factor   | Weight           | Total Female |           | Total Minorities |            |
|--|------------------|--------------|-----------|------------------|------------|
|  |                  | Avail        | Wtd       | Avail            | Wtd        |
| Requisite skills in recruitment area                       | 60.00            | 49.68        | 29.81     | 28.96            | 17.38      |
| Internally available                                       | 40.00            | 42.31        | 16.92     | 3.85             | 1.54       |
| <b>Total Weighted Availability</b>                         |                  | <b>46.73</b> |           | <b>18.91</b>     |            |
| <b>Current Utilization</b>                                 |                  | <b>54.76</b> |           | <b>7.14</b>      |            |
| <b>Incumbents</b>  | <b>Total: 42</b> |              | 23        |                  | 3          |
| <b>Expected Incumbents</b>                                 |                  |              | 19.63     |                  | 7.94       |
| <b>Shortfall in Persons</b>                                |                  |              | 0.00      |                  | 4.94       |
| <b>Difference is greater than or equal to 0.01 persons</b> |                  |              | <b>No</b> |                  | <b>Yes</b> |

# Incumbency vs Availability

Analysis Data as of 12/29/2023

## Main

### Job Group: 15 - Trade & Tech Skills Faculty

| Factor   | Weight           | Total Female |             | Total Minorities |             |
|--|------------------|--------------|-------------|------------------|-------------|
|  |                  | Avail        | Wtd         | Avail            | Wtd         |
| Requisite skills in recruitment area                       | 53.00            | 49.68        | 26.33       | 28.96            | 15.35       |
| Internally available                                       | 47.00            | 38.10        | 17.90       | 14.29            | 6.71        |
| <b>Total Weighted Availability</b>                         |                  | <b>44.23</b> |             | <b>22.06</b>     |             |
| <b>Current Utilization</b>                                 |                  | <b>18.18</b> |             | <b>4.55</b>      |             |
| <b>Incumbents</b>  | <b>Total: 22</b> |              | <b>4</b>    |                  | <b>1</b>    |
| <b>Expected Incumbents</b>                                 |                  |              | <b>9.73</b> |                  | <b>4.85</b> |
| <b>Shortfall in Persons</b>                                |                  |              | <b>5.73</b> |                  | <b>3.85</b> |
| <b>Difference is greater than or equal to 0.01 persons</b> |                  |              | <b>Yes</b>  |                  | <b>Yes</b>  |

# Incumbency vs Availability

Analysis Data as of 12/29/2023

## Main

### Job Group: 16 - Basic Skills Faculty

| Factor   | Weight           | Total Female |               | Total Minorities |       |
|--|------------------|--------------|---------------|------------------|-------|
|  |                  | Avail        | Wtd           | Avail            | Wtd   |
| Requisite skills in recruitment area                       | 53.00            | 49.68        | 26.33         | 28.96            | 15.35 |
| Internally available                                       | 47.00            | 69.23        | 32.54         | 11.54            | 5.42  |
| <b>Total Weighted Availability</b>                         |                  |              | <b>58.87</b>  | <b>20.77</b>     |       |
| <b>Current Utilization</b>                                 |                  |              | <b>100.00</b> | <b>9.09</b>      |       |
| <b>Incumbents</b>  | <b>Total: 11</b> |              | 11            | 1                |       |
| <b>Expected Incumbents</b>                                 |                  |              | 6.48          | 2.28             |       |
| <b>Shortfall in Persons</b>                                |                  |              | 0.00          | 1.28             |       |
| <b>Difference is greater than or equal to 0.01 persons</b> |                  |              | <b>No</b>     | <b>Yes</b>       |       |

# Incumbency vs Availability

Analysis Data as of 12/29/2023

## Main

### Job Group: 17 - Health & Athletic Faculty

| Factor   | Weight           | Total Female |              | Total Minorities |              |
|--|------------------|--------------|--------------|------------------|--------------|
|  |                  | <u>Avail</u> | <u>Wtd</u>   | <u>Avail</u>     | <u>Wtd</u>   |
| Requisite skills in recruitment area                       | 35.00            | 49.68        | 17.39        | 28.96            | 10.14        |
| Internally available                                       | 65.00            | 67.27        | 43.73        | 16.36            | 10.64        |
| <b>Total Weighted Availability</b>                         |                  |              | <b>61.11</b> |                  | <b>20.77</b> |
| <b>Current Utilization</b>                                 |                  |              | <b>67.35</b> |                  | <b>8.16</b>  |
| <b>Incumbents</b>  | <b>Total: 49</b> |              | 33           |                  | 4            |
| <b>Expected Incumbents</b>                                 |                  |              | 29.95        |                  | 10.18        |
| <b>Shortfall in Persons</b>                                |                  |              | 0.00         |                  | 6.18         |
| <b>Difference is greater than or equal to 0.01 persons</b> |                  |              | <b>No</b>    |                  | <b>Yes</b>   |

# Incumbency vs Availability

Analysis Data as of 12/29/2023

## Main

### Job Group: 18 - Non-Instructional Faculty

| Factor   | Weight           | Total Female |            | Total Minorities |            |
|--|------------------|--------------|------------|------------------|------------|
|  |                  | <u>Avail</u> | <u>Wtd</u> | <u>Avail</u>     | <u>Wtd</u> |
| Requisite skills in recruitment area                       | 87.50            | 49.68        | 43.47      | 28.96            | 25.34      |
| Internally available                                       | 12.50            | 53.16        | 6.65       | 10.74            | 1.34       |
| <b>Total Weighted Availability</b>                         |                  | <b>50.11</b> |            | <b>26.68</b>     |            |
| <b>Current Utilization</b>                                 |                  | <b>68.97</b> |            | <b>34.48</b>     |            |
| <b>Incumbents</b>  | <b>Total: 29</b> |              | 20         |                  | 10         |
| <b>Expected Incumbents</b>                                 |                  |              | 14.53      |                  | 7.74       |
| <b>Shortfall in Persons</b>                                |                  |              | 0.00       |                  | 0.00       |
| <b>Difference is greater than or equal to 0.01 persons</b> |                  |              | <b>No</b>  |                  | <b>No</b>  |

# Incumbency vs Availability

Analysis Data as of 12/29/2023

## Main

Job Group: 19 - Prof HR, Fin, Coord; all

| Factor   | Weight           | Total Female |              | Total Minorities |              |
|--|------------------|--------------|--------------|------------------|--------------|
|  |                  | Avail        | Wtd          | Avail            | Wtd          |
| Requisite skills in recruitment area                       | 65.22            | 49.42        | 32.23        | 11.32            | 7.38         |
| Internally available                                       | 34.78            | 56.46        | 19.64        | 18.59            | 6.47         |
| <b>Total Weighted Availability</b>                         |                  |              | <b>51.87</b> |                  | <b>13.85</b> |
| <b>Current Utilization</b>                                 |                  |              | <b>72.15</b> |                  | <b>12.66</b> |
| <b>Incumbents</b>  | <b>Total: 79</b> |              | 57           |                  | 10           |
| <b>Expected Incumbents</b>                                 |                  |              | 40.98        |                  | 10.94        |
| <b>Shortfall in Persons</b>                                |                  |              | 0.00         |                  | 0.94         |
| <b>Difference is greater than or equal to 0.01 persons</b> |                  |              | <b>No</b>    |                  | <b>Yes</b>   |

# Incumbency vs Availability

Analysis Data as of 12/29/2023

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## Main

### Job Group: 21 - Para-prof;Technology &/or Adm

| Factor   | Weight           | Total Female |              | Total Minorities |              |
|--|------------------|--------------|--------------|------------------|--------------|
|  |                  | <u>Avail</u> | <u>Wtd</u>   | <u>Avail</u>     | <u>Wtd</u>   |
| Requisite skills in recruitment area                       | 60.00            | 56.09        | 33.65        | 16.08            | 9.65         |
| Internally available                                       | 40.00            | 70.28        | 28.11        | 20.95            | 8.38         |
| <b>Total Weighted Availability</b>                         |                  |              | <b>61.76</b> |                  | <b>18.02</b> |
| <b>Current Utilization</b>                                 |                  |              | <b>62.50</b> |                  | <b>25.00</b> |
| <b>Incumbents</b>  | <b>Total: 16</b> |              | 10           |                  | 4            |
| <b>Expected Incumbents</b>                                 |                  |              | 9.88         |                  | 2.88         |
| <b>Shortfall in Persons</b>                                |                  |              | 0.00         |                  | 0.00         |
| <b>Difference is greater than or equal to 0.01 persons</b> |                  |              | <b>No</b>    |                  | <b>No</b>    |

# Incumbency vs Availability

Analysis Data as of 12/29/2023

## Main

### Job Group: 23 - Computer Program/Network/Help

| Factor   | Weight           | Total Female |              | Total Minorities |              |
|--|------------------|--------------|--------------|------------------|--------------|
|  |                  | <u>Avail</u> | <u>Wtd</u>   | <u>Avail</u>     | <u>Wtd</u>   |
| Requisite skills in recruitment area                       | 95.00            | 22.04        | 20.94        | 36.11            | 34.30        |
| Internally available                                       | 5.00             | 47.50        | 2.37         | 15.00            | 0.75         |
| <b>Total Weighted Availability</b>                         |                  |              | <b>23.31</b> |                  | <b>35.05</b> |
| <b>Current Utilization</b>                                 |                  |              | <b>23.68</b> |                  | <b>13.16</b> |
| <b>Incumbents</b>  | <b>Total: 38</b> |              | 9            |                  | 5            |
| <b>Expected Incumbents</b>                                 |                  |              | 8.86         |                  | 13.32        |
| <b>Shortfall in Persons</b>                                |                  |              | 0.00         |                  | 8.32         |
| <b>Difference is greater than or equal to 0.01 persons</b> |                  |              | <b>No</b>    |                  | <b>Yes</b>   |

# Incumbency vs Availability

Analysis Data as of 12/29/2023

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## Main

### Job Group: 24 - Student Srv & Instruct Support

| Factor   | Weight           | Total Female |              | Total Minorities |            |
|--|------------------|--------------|--------------|------------------|------------|
|  |                  | <u>Avail</u> | <u>Wtd</u>   | <u>Avail</u>     | <u>Wtd</u> |
| Requisite skills in recruitment area                       | 65.00            | 73.83        | 47.99        | 17.33            | 11.27      |
| Internally available                                       | 35.00            | 79.58        | 27.85        | 18.75            | 6.56       |
| <b>Total Weighted Availability</b>                         |                  |              | <b>75.84</b> | <b>17.83</b>     |            |
| <b>Current Utilization</b>                                 |                  |              | <b>68.42</b> | <b>18.42</b>     |            |
| <b>Incumbents</b>  | <b>Total: 38</b> |              | 26           | 7                |            |
| <b>Expected Incumbents</b>                                 |                  |              | 28.82        | 6.77             |            |
| <b>Shortfall in Persons</b>                                |                  |              | 2.82         | 0.00             |            |
| <b>Difference is greater than or equal to 0.01 persons</b> |                  |              | <b>Yes</b>   | <b>No</b>        |            |

# Incumbency vs Availability

Analysis Data as of 12/29/2023

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## Main

### Job Group: 25 - Administrative Support

| Factor   | Weight           | Total Female |            | Total Minorities |            |
|--|------------------|--------------|------------|------------------|------------|
|  |                  | <u>Avail</u> | <u>Wtd</u> | <u>Avail</u>     | <u>Wtd</u> |
| Requisite skills in recruitment area                       | 67.95            | 63.00        | 42.81      | 12.14            | 8.25       |
| Internally available                                       | 32.05            | 68.21        | 21.86      | 21.05            | 6.75       |
| <b>Total Weighted Availability</b>                         |                  | <b>64.67</b> |            | <b>14.99</b>     |            |
| <b>Current Utilization</b>                                 |                  | <b>88.33</b> |            | <b>25.00</b>     |            |
| <b>Incumbents</b>  | <b>Total: 60</b> |              | 53         |                  | 15         |
| <b>Expected Incumbents</b>                                 |                  |              | 38.80      |                  | 8.99       |
| <b>Shortfall in Persons</b>                                |                  |              | 0.00       |                  | 0.00       |
| <b>Difference is greater than or equal to 0.01 persons</b> |                  |              | <b>No</b>  |                  | <b>No</b>  |

# Incumbency vs Availability

Analysis Data as of 12/29/2023

## Main

Job Group: 26 - Craft (skilled)

| Factor   | Weight | Total Female |             | Total Minorities |              |
|--|--------|--------------|-------------|------------------|--------------|
|  |        | Avail        | Wtd         | Avail            | Wtd          |
| Requisite skills in recruitment area                       | 85.71  | 4.49         | 3.84        | 19.44            | 16.66        |
| Internally available                                       | 14.29  | 21.57        | 3.08        | 49.51            | 7.08         |
| <b>Total Weighted Availability</b>                         |        |              | <b>6.93</b> |                  | <b>23.74</b> |
| <b>Current Utilization</b>                                 |        |              | <b>0.00</b> |                  | <b>0.00</b>  |
| <b>Incumbents</b> <b>Total: 11</b>                         |        |              | 0           |                  | 0            |
| <b>Expected Incumbents</b>                                 |        |              | 0.76        |                  | 2.61         |
| <b>Shortfall in Persons</b>                                |        |              | 0.76        |                  | 2.61         |
| <b>Difference is greater than or equal to 0.01 persons</b> |        |              | <b>Yes</b>  |                  | <b>Yes</b>   |

# Incumbency vs Availability

Analysis Data as of 12/29/2023

## Main

### Job Group: 27 - Operatives (semi-skilled)

| Factor   | Weight          | Total Female |            | Total Minorities |            |
|--|-----------------|--------------|------------|------------------|------------|
|  |                 | Avail        | Wtd        | Avail            | Wtd        |
| Requisite skills in recruitment area                       | 83.33           | 19.82        | 16.51      | 21.09            | 17.58      |
| Internally available                                       | 16.67           | 16.67        | 2.78       | 61.11            | 10.19      |
| <b>Total Weighted Availability</b>                         |                 | <b>19.29</b> |            | <b>27.76</b>     |            |
| <b>Current Utilization</b>                                 |                 | <b>0.00</b>  |            | <b>25.00</b>     |            |
| <b>Incumbents</b>  | <b>Total: 4</b> |              | 0          |                  | 1          |
| <b>Expected Incumbents</b>                                 |                 |              | 0.77       |                  | 1.11       |
| <b>Shortfall in Persons</b>                                |                 |              | 0.77       |                  | 0.11       |
| <b>Difference is greater than or equal to 0.01 persons</b> |                 |              | <b>Yes</b> |                  | <b>Yes</b> |

# Incumbency vs Availability

Analysis Data as of 12/29/2023

## Main

### Job Group: 28 - Service Worker

| Factor   | Weight           | Total Female |              | Total Minorities |              |
|--|------------------|--------------|--------------|------------------|--------------|
|  |                  | <u>Avail</u> | <u>Wtd</u>   | <u>Avail</u>     | <u>Wtd</u>   |
| Requisite skills in recruitment area                       | 45.00            | 73.26        | 32.97        | 20.80            | 9.36         |
| Internally available                                       | 55.00            | 57.14        | 31.43        | 35.71            | 19.64        |
| <b>Total Weighted Availability</b>                         |                  |              | <b>64.40</b> |                  | <b>29.00</b> |
| <b>Current Utilization</b>                                 |                  |              | <b>64.71</b> |                  | <b>23.53</b> |
| <b>Incumbents</b>  | <b>Total: 17</b> |              | 11           |                  | 4            |
| <b>Expected Incumbents</b>                                 |                  |              | 10.95        |                  | 4.93         |
| <b>Shortfall in Persons</b>                                |                  |              | 0.00         |                  | 0.93         |
| <b>Difference is greater than or equal to 0.01 persons</b> |                  |              | <b>No</b>    |                  | <b>Yes</b>   |

# Incumbency vs Availability

Analysis Data as of 12/29/2023

## Main

### Job Group: 29 - Laborers (unskilled)

| Factor   | Weight           | Total Female |              | Total Minorities |              |
|--|------------------|--------------|--------------|------------------|--------------|
|  |                  | <u>Avail</u> | <u>Wtd</u>   | <u>Avail</u>     | <u>Wtd</u>   |
| Requisite skills in recruitment area                       | 100.00           | 35.58        | 35.58        | 22.52            | 22.52        |
| Internally available                                       | 0.00             | 0.00         | 0.00         | 0.00             | 0.00         |
| <b>Total Weighted Availability</b>                         |                  |              | <b>35.58</b> |                  | <b>22.52</b> |
| <b>Current Utilization</b>                                 |                  |              | <b>33.33</b> |                  | <b>22.22</b> |
| <b>Incumbents</b>  | <b>Total: 18</b> |              | 6            |                  | 4            |
| <b>Expected Incumbents</b>                                 |                  |              | 6.40         |                  | 4.05         |
| <b>Shortfall in Persons</b>                                |                  |              | 0.40         |                  | 0.05         |
| <b>Difference is greater than or equal to 0.01 persons</b> |                  |              | <b>Yes</b>   |                  | <b>Yes</b>   |

# Incumbency vs Availability

Analysis Data as of 12/29/2023

## Main

### Job Group: PT13 - PT Arts & Letter Faculty

| Factor   | Weight           | Total Female |           | Total Minorities |           |
|--|------------------|--------------|-----------|------------------|-----------|
|  |                  | Avail        | Wtd       | Avail            | Wtd       |
| Requisite skills in recruitment area                       | 100.00           | 49.61        | 49.61     | 19.42            | 19.42     |
| Internally available                                       | 0.00             | 0.00         | 0.00      | 0.00             | 0.00      |
| <b>Total Weighted Availability</b>                         |                  | <b>49.61</b> |           | <b>19.42</b>     |           |
| <b>Current Utilization</b>                                 |                  | <b>54.67</b> |           | <b>20.00</b>     |           |
| <b>Incumbents</b>  | <b>Total: 75</b> |              | 41        |                  | 15        |
| <b>Expected Incumbents</b>                                 |                  |              | 37.21     |                  | 14.56     |
| <b>Shortfall in Persons</b>                                |                  |              | 0.00      |                  | 0.00      |
| <b>Difference is greater than or equal to 0.01 persons</b> |                  |              | <b>No</b> |                  | <b>No</b> |

# Incumbency vs Availability

Analysis Data as of 12/29/2023

## Main

### Job Group: PT14 - PT Science & Math Faculty

| Factor   | Weight           | Total Female |              | Total Minorities |       |
|--|------------------|--------------|--------------|------------------|-------|
|  |                  | Avail        | Wtd          | Avail            | Wtd   |
| Requisite skills in recruitment area                       | 100.00           | 49.61        | 49.61        | 19.42            | 19.42 |
| Internally available                                       | 0.00             | 0.00         | 0.00         | 0.00             | 0.00  |
| <b>Total Weighted Availability</b>                         |                  |              | <b>49.61</b> | <b>19.42</b>     |       |
| <b>Current Utilization</b>                                 |                  |              | <b>42.31</b> | <b>3.85</b>      |       |
| <b>Incumbents</b>  | <b>Total: 26</b> |              | 11           | 1                |       |
| <b>Expected Incumbents</b>                                 |                  |              | 12.90        | 5.05             |       |
| <b>Shortfall in Persons</b>                                |                  |              | 1.90         | 4.05             |       |
| <b>Difference is greater than or equal to 0.01 persons</b> |                  |              | <b>Yes</b>   | <b>Yes</b>       |       |

# Incumbency vs Availability

Analysis Data as of 12/29/2023

## Main

### Job Group: PT15 - PT Trade & Tech Faculty

| Factor   | Weight           | Total Female |            | Total Minorities |            |
|--|------------------|--------------|------------|------------------|------------|
|  |                  | Avail        | Wtd        | Avail            | Wtd        |
| Requisite skills in recruitment area                       | 100.00           | 49.61        | 49.61      | 19.42            | 19.42      |
| Internally available                                       | 0.00             | 0.00         | 0.00       | 0.00             | 0.00       |
| <b>Total Weighted Availability</b>                         |                  | <b>49.61</b> |            | <b>19.42</b>     |            |
| <b>Current Utilization</b>                                 |                  | <b>38.10</b> |            | <b>14.29</b>     |            |
| <b>Incumbents</b>  | <b>Total: 21</b> |              | 8          |                  | 3          |
| <b>Expected Incumbents</b>                                 |                  |              | 10.42      |                  | 4.08       |
| <b>Shortfall in Persons</b>                                |                  |              | 2.42       |                  | 1.08       |
| <b>Difference is greater than or equal to 0.01 persons</b> |                  |              | <b>Yes</b> |                  | <b>Yes</b> |

# Incumbency vs Availability

Analysis Data as of 12/29/2023

## Main

### Job Group: PT16 - PT Basic Skills Faculty

| Factor   | Weight           | Total Female |            | Total Minorities |            |
|--|------------------|--------------|------------|------------------|------------|
|  |                  | <u>Avail</u> | <u>Wtd</u> | <u>Avail</u>     | <u>Wtd</u> |
| Requisite skills in recruitment area                       | 100.00           | 49.61        | 49.61      | 19.42            | 19.42      |
| Internally available                                       | 0.00             | 0.00         | 0.00       | 0.00             | 0.00       |
| <b>Total Weighted Availability</b>                         |                  | <b>49.61</b> |            | <b>19.42</b>     |            |
| <b>Current Utilization</b>                                 |                  | <b>69.23</b> |            | <b>11.54</b>     |            |
| <b>Incumbents</b>  | <b>Total: 26</b> |              | 18         |                  | 3          |
| <b>Expected Incumbents</b>                                 |                  |              | 12.90      |                  | 5.05       |
| <b>Shortfall in Persons</b>                                |                  |              | 0.00       |                  | 2.05       |
| <b>Difference is greater than or equal to 0.01 persons</b> |                  |              | <b>No</b>  |                  | <b>Yes</b> |

# Incumbency vs Availability

Analysis Data as of 12/29/2023

## Main

### Job Group: PT17 - PT Health & Athletics Faculty

| Factor   | Weight           | Total Female |              | Total Minorities |              |
|--|------------------|--------------|--------------|------------------|--------------|
|  |                  | Avail        | Wtd          | Avail            | Wtd          |
| Requisite skills in recruitment area                       | 100.00           | 49.61        | 49.61        | 19.42            | 19.42        |
| Internally available                                       | 0.00             | 0.00         | 0.00         | 0.00             | 0.00         |
| <b>Total Weighted Availability</b>                         |                  |              | <b>49.61</b> |                  | <b>19.42</b> |
| <b>Current Utilization</b>                                 |                  |              | <b>67.27</b> |                  | <b>16.36</b> |
| <b>Incumbents</b>  | <b>Total: 55</b> |              | 37           |                  | 9            |
| <b>Expected Incumbents</b>                                 |                  |              | 27.29        |                  | 10.68        |
| <b>Shortfall in Persons</b>                                |                  |              | 0.00         |                  | 1.68         |
| <b>Difference is greater than or equal to 0.01 persons</b> |                  |              | <b>No</b>    |                  | <b>Yes</b>   |

# Incumbency vs Availability

Analysis Data as of 12/29/2023

## Main

Job Group: PT19 - PT Prof HR, Fin, Coord; all

| Factor   | Weight          | Total Female |           | Total Minorities |           |
|--|-----------------|--------------|-----------|------------------|-----------|
|  |                 | Avail        | Wtd       | Avail            | Wtd       |
| Requisite skills in recruitment area                       | 100.00          | 50.99        | 50.99     | 7.60             | 7.60      |
| Internally available                                       | 0.00            | 0.00         | 0.00      | 0.00             | 0.00      |
| <b>Total Weighted Availability</b>                         |                 | <b>50.99</b> |           | <b>7.60</b>      |           |
| <b>Current Utilization</b>                                 |                 | <b>57.14</b> |           | <b>28.57</b>     |           |
| <b>Incumbents</b>  | <b>Total: 7</b> |              | 4         |                  | 2         |
| <b>Expected Incumbents</b>                                 |                 |              | 3.57      |                  | 0.53      |
| <b>Shortfall in Persons</b>                                |                 |              | 0.00      |                  | 0.00      |
| <b>Difference is greater than or equal to 0.01 persons</b> |                 |              | <b>No</b> |                  | <b>No</b> |

# Incumbency vs Availability

Analysis Data as of 12/29/2023

## Main

Job Group: PT21 - PT Para-prof;Tech &/or Admin

| Factor   | Weight          | Total Female |           | Total Minorities |            |
|--|-----------------|--------------|-----------|------------------|------------|
|  |                 | Avail        | Wtd       | Avail            | Wtd        |
| Requisite skills in recruitment area                       | 100.00          | 17.64        | 17.64     | 16.10            | 16.10      |
| Internally available                                       | 0.00            | 0.00         | 0.00      | 0.00             | 0.00       |
| <b>Total Weighted Availability</b>                         |                 | <b>17.64</b> |           | <b>16.10</b>     |            |
| <b>Current Utilization</b>                                 |                 | <b>80.00</b> |           | <b>0.00</b>      |            |
| <b>Incumbents</b>  | <b>Total: 5</b> |              | 4         |                  | 0          |
| <b>Expected Incumbents</b>                                 |                 |              | 0.88      |                  | 0.80       |
| <b>Shortfall in Persons</b>                                |                 |              | 0.00      |                  | 0.80       |
| <b>Difference is greater than or equal to 0.01 persons</b> |                 |              | <b>No</b> |                  | <b>Yes</b> |

# Incumbency vs Availability

Analysis Data as of 12/29/2023

## Main

Job Group: PT23 - PT Computer Program/Network/He

| Factor   | Weight          | Total Female |              | Total Minorities |      |
|--|-----------------|--------------|--------------|------------------|------|
|  |                 | Avail        | Wtd          | Avail            | Wtd  |
| Requisite skills in recruitment area                       | 100.00          | 24.81        | 24.81        | 4.59             | 4.59 |
| Internally available                                       | 0.00            | 0.00         | 0.00         | 0.00             | 0.00 |
| <b>Total Weighted Availability</b>                         |                 |              | <b>24.81</b> | <b>4.59</b>      |      |
| <b>Current Utilization</b>                                 |                 |              | <b>0.00</b>  | <b>20.00</b>     |      |
| <b>Incumbents</b>  | <b>Total: 5</b> |              | 0            | 1                |      |
| <b>Expected Incumbents</b>                                 |                 |              | 1.24         | 0.23             |      |
| <b>Shortfall in Persons</b>                                |                 |              | 1.24         | 0.00             |      |
| <b>Difference is greater than or equal to 0.01 persons</b> |                 |              | <b>Yes</b>   | <b>No</b>        |      |

# Incumbency vs Availability

Analysis Data as of 12/29/2023

## Main

### Job Group: PT24 - PT Student Srv & Instr Support

| Factor   | Weight           | Total Female |              | Total Minorities |            |
|--|------------------|--------------|--------------|------------------|------------|
|  |                  | <u>Avail</u> | <u>Wtd</u>   | <u>Avail</u>     | <u>Wtd</u> |
| Requisite skills in recruitment area                       | 100.00           | 78.03        | 78.03        | 18.68            | 18.68      |
| Internally available                                       | 0.00             | 0.00         | 0.00         | 0.00             | 0.00       |
| <b>Total Weighted Availability</b>                         |                  |              | <b>78.03</b> | <b>18.68</b>     |            |
| <b>Current Utilization</b>                                 |                  |              | <b>57.14</b> | <b>19.64</b>     |            |
| <b>Incumbents</b>  | <b>Total: 56</b> |              | 32           | 11               |            |
| <b>Expected Incumbents</b>                                 |                  |              | 43.69        | 10.46            |            |
| <b>Shortfall in Persons</b>                                |                  |              | 11.69        | 0.00             |            |
| <b>Difference is greater than or equal to 0.01 persons</b> |                  |              | <b>Yes</b>   | <b>No</b>        |            |

# Incumbency vs Availability

Analysis Data as of 12/29/2023

## Main

### Job Group: PT25 - PT Administrative Support

| Factor   | Weight | Total Female |              | Total Minorities |            |
|--|--------|--------------|--------------|------------------|------------|
|  |        | <u>Avail</u> | <u>Wtd</u>   | <u>Avail</u>     | <u>Wtd</u> |
| Requisite skills in recruitment area                       | 100.00 | 74.15        | 74.15        | 13.61            | 13.61      |
| Internally available                                       | 0.00   | 0.00         | 0.00         | 0.00             | 0.00       |
| <b>Total Weighted Availability</b>                         |        |              | <b>74.15</b> | <b>13.61</b>     |            |
| <b>Current Utilization</b>                                 |        |              | <b>87.50</b> | <b>25.00</b>     |            |
| <b>Incumbents</b> <b>Total: 24</b>                         |        |              | 21           | 6                |            |
| <b>Expected Incumbents</b>                                 |        |              | 17.80        | 3.27             |            |
| <b>Shortfall in Persons</b>                                |        |              | 0.00         | 0.00             |            |
| <b>Difference is greater than or equal to 0.01 persons</b> |        |              | <b>No</b>    | <b>No</b>        |            |

# Incumbency vs Availability

Analysis Data as of 12/29/2023

## Main

### Job Group: PT26 - PT Craft worker (skilled)

| Factor   | Weight          | Total Female |               | Total Minorities |       |
|--|-----------------|--------------|---------------|------------------|-------|
|  |                 | Avail        | Wtd           | Avail            | Wtd   |
| Requisite skills in recruitment area                       | 100.00          | 1.90         | 1.90          | 20.60            | 20.60 |
| Internally available                                       | 0.00            | 0.00         | 0.00          | 0.00             | 0.00  |
| <b>Total Weighted Availability</b>                         |                 |              | <b>1.90</b>   | <b>20.60</b>     |       |
| <b>Current Utilization</b>                                 |                 |              | <b>100.00</b> | <b>0.00</b>      |       |
| <b>Incumbents</b>  | <b>Total: 1</b> |              | 1             | 0                |       |
| <b>Expected Incumbents</b>                                 |                 |              | 0.02          | 0.21             |       |
| <b>Shortfall in Persons</b>                                |                 |              | 0.00          | 0.21             |       |
| <b>Difference is greater than or equal to 0.01 persons</b> |                 |              | <b>No</b>     | <b>Yes</b>       |       |

# Incumbency vs Availability

Analysis Data as of 12/29/2023

## Main

### Job Group: PT27 - PT Operative (semi-skilled)

| Factor   | Weight | Total Female |              | Total Minorities |               |
|--|--------|--------------|--------------|------------------|---------------|
|  |        | <u>Avail</u> | <u>Wtd</u>   | <u>Avail</u>     | <u>Wtd</u>    |
| Requisite skills in recruitment area                       | 100.00 | 77.95        | 77.95        | 14.65            | 14.65         |
| Internally available                                       | 0.00   | 0.00         | 0.00         | 0.00             | 0.00          |
| <b>Total Weighted Availability</b>                         |        |              | <b>77.95</b> |                  | <b>14.65</b>  |
| <b>Current Utilization</b>                                 |        |              | <b>0.00</b>  |                  | <b>100.00</b> |
| <b>Incumbents</b> <b>Total: 1</b>                          |        |              | 0            |                  | 1             |
| <b>Expected Incumbents</b>                                 |        |              | 0.78         |                  | 0.15          |
| <b>Shortfall in Persons</b>                                |        |              | 0.78         |                  | 0.00          |
| <b>Difference is greater than or equal to 0.01 persons</b> |        |              | <b>Yes</b>   |                  | <b>No</b>     |

# Incumbency vs Availability

Analysis Data as of 12/29/2023

## Main

### Job Group: PT28 - PT Service Worker

| Factor   | Weight           | Total Female |            | Total Minorities |            |
|--|------------------|--------------|------------|------------------|------------|
|  |                  | <u>Avail</u> | <u>Wtd</u> | <u>Avail</u>     | <u>Wtd</u> |
| Requisite skills in recruitment area                       | 100.00           | 55.24        | 55.24      | 19.30            | 19.30      |
| Internally available                                       | 0.00             | 0.00         | 0.00       | 0.00             | 0.00       |
| <b>Total Weighted Availability</b>                         |                  | <b>55.24</b> |            | <b>19.30</b>     |            |
| <b>Current Utilization</b>                                 |                  | <b>57.14</b> |            | <b>35.71</b>     |            |
| <b>Incumbents</b>  | <b>Total: 14</b> |              | 8          |                  | 5          |
| <b>Expected Incumbents</b>                                 |                  |              | 7.73       |                  | 2.70       |
| <b>Shortfall in Persons</b>                                |                  |              | 0.00       |                  | 0.00       |
| <b>Difference is greater than or equal to 0.01 persons</b> |                  |              | <b>No</b>  |                  | <b>No</b>  |

# Incumbency vs Availability

Analysis Data as of 12/29/2023

## Main

### Job Group: PT29 - PT Laborer (unskilled)

| Factor   | Weight           | Total Female |            | Total Minorities |            |
|--|------------------|--------------|------------|------------------|------------|
|  |                  | <u>Avail</u> | <u>Wtd</u> | <u>Avail</u>     | <u>Wtd</u> |
| Requisite skills in recruitment area                       | 100.00           | 33.71        | 33.71      | 27.08            | 27.08      |
| Internally available                                       | 0.00             | 0.00         | 0.00       | 0.00             | 0.00       |
| <b>Total Weighted Availability</b>                         |                  | <b>33.71</b> |            | <b>27.08</b>     |            |
| <b>Current Utilization</b>                                 |                  | <b>43.75</b> |            | <b>0.00</b>      |            |
| <b>Incumbents</b>  | <b>Total: 16</b> |              | 7          |                  | 0          |
| <b>Expected Incumbents</b>                                 |                  |              | 5.39       |                  | 4.33       |
| <b>Shortfall in Persons</b>                                |                  |              | 0.00       |                  | 4.33       |
| <b>Difference is greater than or equal to 0.01 persons</b> |                  |              | <b>No</b>  |                  | <b>Yes</b> |

# Placement Goals

Analysis Data as of 12/29/2023

## Main

| Job Group                             | Class    | Goal Placement Rate % |
|---------------------------------------|----------|-----------------------|
| 10 - Senior Executives                | Minority | 17.75                 |
| 11 - Non-Instructional Managers       | Minority | 23.39                 |
| 12 - Instructional Managers           | Female   | 61.87                 |
|                                       | Minority | 22.51                 |
| 13 - Arts & Letter Faculty            | Minority | 23.23                 |
| 14 - Science & Math Faculty           | Minority | 18.91                 |
| 15 - Trade & Tech Skills Faculty      | Female   | 44.23                 |
|                                       | Minority | 22.06                 |
| 16 - Basic Skills Faculty             | Minority | 20.77                 |
| 17 - Health & Athletic Faculty        | Minority | 20.77                 |
| 19 - Prof HR, Fin, Coord; all         | Minority | 13.85                 |
| 23 - Computer Program/Network/Help    | Minority | 35.05                 |
| 24 - Student Srv & Instruct Support   | Female   | 75.84                 |
| 26 - Craft (skilled)                  | Female   | 6.93                  |
|                                       | Minority | 23.74                 |
|                                       | Female   | 19.29                 |
| 27 - Operatives (semi-skilled)        | Female   | 19.29                 |
|                                       | Minority | 27.76                 |
| 28 - Service Worker                   | Minority | 29.00                 |
| 29 - Laborers (unskilled)             | Female   | 35.58                 |
|                                       | Minority | 22.52                 |
| PT14 - PT Science & Math Faculty      | Female   | 49.61                 |
|                                       | Minority | 19.42                 |
| PT15 - PT Trade & Tech Faculty        | Female   | 49.61                 |
|                                       | Minority | 19.42                 |
| PT16 - PT Basic Skills Faculty        | Minority | 19.42                 |
| PT17 - PT Health & Athletics Faculty  | Minority | 19.42                 |
| PT21 - PT Para-prof;Tech &/or Admin   | Minority | 16.10                 |
| PT23 - PT Computer Program/Network/He | Female   | 24.81                 |
| PT24 - PT Student Srv & Instr Support | Female   | 78.03                 |
| PT26 - PT Craft worker (skilled)      | Minority | 20.60                 |
| PT27 - PT Operative (semi-skilled)    | Female   | 77.95                 |

# Placement Goals

Analysis Data as of 12/29/2023

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## Main

| Job Group                     | Class    | Goal Placement Rate % |
|-------------------------------|----------|-----------------------|
| PT29 - PT Laborer (unskilled) | Minority | 27.08                 |

# Summary Analysis

Analysis Data as of 12/29/2023

## Main

| Job Group                          | Total Employees | Class    | Employees |        | Availability | Placement Goal Set? | Expected | Difference |
|------------------------------------|-----------------|----------|-----------|--------|--------------|---------------------|----------|------------|
|                                    |                 |          | #         | %      | %            |                     | #        | #          |
| 10 - Senior Executives             | 9               | Female   | 4         | 44.44  | 36.80        |                     | 3.31     | 0.00       |
|                                    |                 | Minority | 1         | 11.11  | 17.75        | Yes                 | 1.60     | 0.60       |
| 11 - Non-Instructional Managers    | 42              | Female   | 26        | 61.90  | 48.98        |                     | 20.57    | 0.00       |
|                                    |                 | Minority | 5         | 11.90  | 23.39        | Yes                 | 9.82     | 4.82       |
| 12 - Instructional Managers        | 11              | Female   | 4         | 36.36  | 61.87        | Yes                 | 6.81     | 2.81       |
|                                    |                 | Minority | 2         | 18.18  | 22.51        | Yes                 | 2.48     | 0.48       |
| 13 - Arts & Letter Faculty         | 59              | Female   | 32        | 54.24  | 52.87        |                     | 31.19    | 0.00       |
|                                    |                 | Minority | 11        | 18.64  | 23.23        | Yes                 | 13.70    | 2.70       |
| 14 - Science & Math Faculty        | 42              | Female   | 23        | 54.76  | 46.73        |                     | 19.63    | 0.00       |
|                                    |                 | Minority | 3         | 7.14   | 18.91        | Yes                 | 7.94     | 4.94       |
| 15 - Trade & Tech Skills Faculty   | 22              | Female   | 4         | 18.18  | 44.23        | Yes                 | 9.73     | 5.73       |
|                                    |                 | Minority | 1         | 4.55   | 22.06        | Yes                 | 4.85     | 3.85       |
| 16 - Basic Skills Faculty          | 11              | Female   | 11        | 100.00 | 58.87        |                     | 6.48     | 0.00       |
|                                    |                 | Minority | 1         | 9.09   | 20.77        | Yes                 | 2.28     | 1.28       |
| 17 - Health & Athletic Faculty     | 49              | Female   | 33        | 67.35  | 61.11        |                     | 29.95    | 0.00       |
|                                    |                 | Minority | 4         | 8.16   | 20.77        | Yes                 | 10.18    | 6.18       |
| 18 - Non-Instructional Faculty     | 29              | Female   | 20        | 68.97  | 50.11        |                     | 14.53    | 0.00       |
|                                    |                 | Minority | 10        | 34.48  | 26.68        |                     | 7.74     | 0.00       |
| 19 - Prof HR, Fin, Coord; all      | 79              | Female   | 57        | 72.15  | 51.87        |                     | 40.98    | 0.00       |
|                                    |                 | Minority | 10        | 12.66  | 13.85        | Yes                 | 10.94    | 0.94       |
| 21 - Para-prof;Technology &/or Adm | 16              | Female   | 10        | 62.50  | 61.76        |                     | 9.88     | 0.00       |
|                                    |                 | Minority | 4         | 25.00  | 18.02        |                     | 2.88     | 0.00       |
| 23 - Computer Program/Network/Help | 38              | Female   | 9         | 23.68  | 23.31        |                     | 8.86     | 0.00       |

# Summary Analysis

Analysis Data as of 12/29/2023

## Main

| Job Group                            | Total Employees | Class    | Employees |       | Availability | Placement Goal Set? | Expected | Difference |
|--------------------------------------|-----------------|----------|-----------|-------|--------------|---------------------|----------|------------|
|                                      |                 |          | #         | %     | %            |                     | #        | #          |
| 23 - Computer Program/Network/Help   | 38              | Minority | 5         | 13.16 | 35.05        | Yes                 | 13.32    | 8.32       |
| 24 - Student Srv & Instruct Support  | 38              | Female   | 26        | 68.42 | 75.84        | Yes                 | 28.82    | 2.82       |
|                                      |                 | Minority | 7         | 18.42 | 17.83        |                     | 6.77     | 0.00       |
| 25 - Administrative Support          | 60              | Female   | 53        | 88.33 | 64.67        |                     | 38.80    | 0.00       |
|                                      |                 | Minority | 15        | 25.00 | 14.99        |                     | 8.99     | 0.00       |
| 26 - Craft (skilled)                 | 11              | Female   | 0         | 0.00  | 6.93         | Yes                 | 0.76     | 0.76       |
|                                      |                 | Minority | 0         | 0.00  | 23.74        | Yes                 | 2.61     | 2.61       |
| 27 - Operatives (semi-skilled)       | 4               | Female   | 0         | 0.00  | 19.29        | Yes                 | 0.77     | 0.77       |
|                                      |                 | Minority | 1         | 25.00 | 27.76        | Yes                 | 1.11     | 0.11       |
| 28 - Service Worker                  | 17              | Female   | 11        | 64.71 | 64.40        |                     | 10.95    | 0.00       |
|                                      |                 | Minority | 4         | 23.53 | 29.00        | Yes                 | 4.93     | 0.93       |
| 29 - Laborers (unskilled)            | 18              | Female   | 6         | 33.33 | 35.58        | Yes                 | 6.40     | 0.40       |
|                                      |                 | Minority | 4         | 22.22 | 22.52        | Yes                 | 4.05     | 0.05       |
| PT13 - PT Arts & Letter Faculty      | 75              | Female   | 41        | 54.67 | 49.61        |                     | 37.21    | 0.00       |
|                                      |                 | Minority | 15        | 20.00 | 19.42        |                     | 14.56    | 0.00       |
| PT14 - PT Science & Math Faculty     | 26              | Female   | 11        | 42.31 | 49.61        | Yes                 | 12.90    | 1.90       |
|                                      |                 | Minority | 1         | 3.85  | 19.42        | Yes                 | 5.05     | 4.05       |
| PT15 - PT Trade & Tech Faculty       | 21              | Female   | 8         | 38.10 | 49.61        | Yes                 | 10.42    | 2.42       |
|                                      |                 | Minority | 3         | 14.29 | 19.42        | Yes                 | 4.08     | 1.08       |
| PT16 - PT Basic Skills Faculty       | 26              | Female   | 18        | 69.23 | 49.61        |                     | 12.90    | 0.00       |
|                                      |                 | Minority | 3         | 11.54 | 19.42        | Yes                 | 5.05     | 2.05       |
| PT17 - PT Health & Athletics Faculty | 55              | Female   | 37        | 67.27 | 49.61        |                     | 27.29    | 0.00       |
|                                      |                 | Minority | 9         | 16.36 | 19.42        | Yes                 | 10.68    | 1.68       |
| PT19 - PT Prof HR, Fin, Coord; all   | 7               | Female   | 4         | 57.14 | 50.99        |                     | 3.57     | 0.00       |

# Summary Analysis

Analysis Data as of 12/29/2023

## Main

| Job Group                             | Total Employees | Class    | Employees |        | Availability | Placement Goal Set? | Expected | Difference |
|---------------------------------------|-----------------|----------|-----------|--------|--------------|---------------------|----------|------------|
|                                       |                 |          | #         | %      | %            |                     | #        | #          |
| PT19 - PT Prof HR, Fin, Coord; all    | 7               | Minority | 2         | 28.57  | 7.60         |                     | 0.53     | 0.00       |
| PT21 - PT Para-prof;Tech &/or Admin   | 5               | Female   | 4         | 80.00  | 17.64        |                     | 0.88     | 0.00       |
|                                       |                 | Minority | 0         | 0.00   | 16.10        | Yes                 | 0.80     | 0.80       |
| PT23 - PT Computer Program/Network/He | 5               | Female   | 0         | 0.00   | 24.81        | Yes                 | 1.24     | 1.24       |
|                                       |                 | Minority | 1         | 20.00  | 4.59         |                     | 0.23     | 0.00       |
| PT24 - PT Student Srv & Instr Support | 56              | Female   | 32        | 57.14  | 78.03        | Yes                 | 43.69    | 11.69      |
|                                       |                 | Minority | 11        | 19.64  | 18.68        |                     | 10.46    | 0.00       |
| PT25 - PT Administrative Support      | 24              | Female   | 21        | 87.50  | 74.15        |                     | 17.80    | 0.00       |
|                                       |                 | Minority | 6         | 25.00  | 13.61        |                     | 3.27     | 0.00       |
| PT26 - PT Craft worker (skilled)      | 1               | Female   | 1         | 100.00 | 1.90         |                     | 0.02     | 0.00       |
|                                       |                 | Minority | 0         | 0.00   | 20.60        | Yes                 | 0.21     | 0.21       |
| PT27 - PT Operative (semi-skilled)    | 1               | Female   | 0         | 0.00   | 77.95        | Yes                 | 0.78     | 0.78       |
|                                       |                 | Minority | 1         | 100.00 | 14.65        |                     | 0.15     | 0.00       |
| PT28 - PT Service Worker              | 14              | Female   | 8         | 57.14  | 55.24        |                     | 7.73     | 0.00       |
|                                       |                 | Minority | 5         | 35.71  | 19.30        |                     | 2.70     | 0.00       |
| PT29 - PT Laborer (unskilled)         | 16              | Female   | 7         | 43.75  | 33.71        |                     | 5.39     | 0.00       |
|                                       |                 | Minority | 0         | 0.00   | 27.08        | Yes                 | 4.33     | 4.33       |

# Utilization Analysis for Individuals with Disabilities

Analysis Data as of 12/29/2023

## Main

Goal for Individuals with Disabilities: 7.00%

| Job Group                             | Employees |            |       | Goal Set? | Underutilized # | Shortfall |          |
|---------------------------------------|-----------|------------|-------|-----------|-----------------|-----------|----------|
|                                       | Total #   | Disabled # | %     |           |                 | #         | >= 0.01? |
| 10 - Senior Executives                | 9         | 0          | 0.00  | Yes       | 0.63            | 0.63      | Yes      |
| 11 - Non-Instructional Managers       | 42        | 6          | 14.29 | No        |                 | 0.00      | No       |
| 12 - Instructional Managers           | 11        | 0          | 0.00  | Yes       | 0.77            | 0.77      | Yes      |
| 13 - Arts & Letter Faculty            | 59        | 14         | 23.73 | No        |                 | 0.00      | No       |
| 14 - Science & Math Faculty           | 42        | 6          | 14.29 | No        |                 | 0.00      | No       |
| 15 - Trade & Tech Skills Faculty      | 22        | 1          | 4.55  | Yes       | 0.54            | 0.54      | Yes      |
| 16 - Basic Skills Faculty             | 11        | 3          | 27.27 | No        |                 | 0.00      | No       |
| 17 - Health & Athletic Faculty        | 49        | 6          | 12.24 | No        |                 | 0.00      | No       |
| 18 - Non-Instructional Faculty        | 29        | 4          | 13.79 | No        |                 | 0.00      | No       |
| 19 - Prof HR, Fin, Coord; all         | 79        | 22         | 27.85 | No        |                 | 0.00      | No       |
| 21 - Para-prof;Technology &/or Adm    | 16        | 0          | 0.00  | Yes       | 1.12            | 1.12      | Yes      |
| 23 - Computer Program/Network/Help    | 38        | 4          | 10.53 | No        |                 | 0.00      | No       |
| 24 - Student Srv & Instruct Support   | 38        | 13         | 34.21 | No        |                 | 0.00      | No       |
| 25 - Administrative Support           | 60        | 15         | 25.00 | No        |                 | 0.00      | No       |
| 26 - Craft (skilled)                  | 11        | 0          | 0.00  | Yes       | 0.77            | 0.77      | Yes      |
| 27 - Operatives (semi-skilled)        | 4         | 0          | 0.00  | Yes       | 0.28            | 0.28      | Yes      |
| 28 - Service Worker                   | 17        | 0          | 0.00  | Yes       | 1.19            | 1.19      | Yes      |
| 29 - Laborers (unskilled)             | 18        | 2          | 11.11 | No        |                 | 0.00      | No       |
| PT13 - PT Arts & Letter Faculty       | 75        | 8          | 10.67 | No        |                 | 0.00      | No       |
| PT14 - PT Science & Math Faculty      | 26        | 1          | 3.85  | Yes       | 0.82            | 0.82      | Yes      |
| PT15 - PT Trade & Tech Faculty        | 21        | 0          | 0.00  | Yes       | 1.47            | 1.47      | Yes      |
| PT16 - PT Basic Skills Faculty        | 26        | 1          | 3.85  | Yes       | 0.82            | 0.82      | Yes      |
| PT17 - PT Health & Athletics Faculty  | 55        | 2          | 3.64  | Yes       | 1.85            | 1.85      | Yes      |
| PT19 - PT Prof HR, Fin, Coord; all    | 7         | 0          | 0.00  | Yes       | 0.49            | 0.49      | Yes      |
| PT21 - PT Para-prof;Tech &/or Admin   | 5         | 0          | 0.00  | Yes       | 0.35            | 0.35      | Yes      |
| PT23 - PT Computer Program/Network/He | 5         | 0          | 0.00  | Yes       | 0.35            | 0.35      | Yes      |
| PT24 - PT Student Srv & Instr Support | 56        | 2          | 3.57  | Yes       | 1.92            | 1.92      | Yes      |
| PT25 - PT Administrative Support      | 24        | 2          | 8.33  | No        |                 | 0.00      | No       |
| PT26 - PT Craft worker (skilled)      | 1         | 0          | 0.00  | Yes       | 0.07            | 0.07      | Yes      |

# Utilization Analysis for Individuals with Disabilities

Analysis Data as of 12/29/2023

## Main

Goal for Individuals with Disabilities: 7.00%

| Job Group                          | Employees  |            |              | Goal Set? | Underutilized # | Shortfall |          |
|------------------------------------|------------|------------|--------------|-----------|-----------------|-----------|----------|
|                                    | Total #    | Disabled # | %            |           |                 | #         | >= 0.01? |
| PT27 - PT Operative (semi-skilled) | 1          | 0          | 0.00         | Yes       | 0.07            | 0.07      | Yes      |
| PT28 - PT Service Worker           | 14         | 1          | 7.14         | No        |                 | 0.00      | No       |
| PT29 - PT Laborer (unskilled)      | 16         | 1          | 6.25         | Yes       | 0.12            | 0.12      | Yes      |
| <b>Total</b>                       | <b>887</b> | <b>114</b> | <b>12.85</b> |           |                 |           |          |

# Utilization Analysis for Protected Veterans

Analysis Data as of 12/29/2023

## Main

Benchmark for Veterans: 5.60%  
 Plan Representation for Veterans: 2.25%

Total Employees in Plan: 887  
 Total Veterans in Plan: 20

| Job Group                             | Employees |           |       | Goal Set? | Underutilized | Shortfall |     |
|---------------------------------------|-----------|-----------|-------|-----------|---------------|-----------|-----|
|                                       | Total #   | Veteran # | %     |           |               | #         | #   |
| 10 - Senior Executives                | 9         | 0         | 0.00  | Yes       | 0.50          | 0.50      | Yes |
| 11 - Non-Instructional Managers       | 42        | 2         | 4.76  | Yes       | 0.35          | 0.35      | Yes |
| 12 - Instructional Managers           | 11        | 1         | 9.09  | No        |               | 0.00      | No  |
| 13 - Arts & Letter Faculty            | 59        | 1         | 1.69  | Yes       | 2.30          | 2.30      | Yes |
| 14 - Science & Math Faculty           | 42        | 2         | 4.76  | Yes       | 0.35          | 0.35      | Yes |
| 15 - Trade & Tech Skills Faculty      | 22        | 3         | 13.64 | No        |               | 0.00      | No  |
| 16 - Basic Skills Faculty             | 11        | 0         | 0.00  | Yes       | 0.62          | 0.62      | Yes |
| 17 - Health & Athletic Faculty        | 49        | 0         | 0.00  | Yes       | 2.74          | 2.74      | Yes |
| 18 - Non-Instructional Faculty        | 29        | 0         | 0.00  | Yes       | 1.62          | 1.62      | Yes |
| 19 - Prof HR, Fin, Coord; all         | 79        | 3         | 3.80  | Yes       | 1.42          | 1.42      | Yes |
| 21 - Para-prof;Technology &/or Adm    | 16        | 1         | 6.25  | No        |               | 0.00      | No  |
| 23 - Computer Program/Network/Help    | 38        | 2         | 5.26  | Yes       | 0.13          | 0.13      | Yes |
| 24 - Student Srv & Instruct Support   | 38        | 1         | 2.63  | Yes       | 1.13          | 1.13      | Yes |
| 25 - Administrative Support           | 60        | 0         | 0.00  | Yes       | 3.36          | 3.36      | Yes |
| 26 - Craft (skilled)                  | 11        | 0         | 0.00  | Yes       | 0.62          | 0.62      | Yes |
| 27 - Operatives (semi-skilled)        | 4         | 0         | 0.00  | Yes       | 0.22          | 0.22      | Yes |
| 28 - Service Worker                   | 17        | 2         | 11.76 | No        |               | 0.00      | No  |
| 29 - Laborers (unskilled)             | 18        | 0         | 0.00  | Yes       | 1.01          | 1.01      | Yes |
| PT13 - PT Arts & Letter Faculty       | 75        | 0         | 0.00  | Yes       | 4.20          | 4.20      | Yes |
| PT14 - PT Science & Math Faculty      | 26        | 0         | 0.00  | Yes       | 1.46          | 1.46      | Yes |
| PT15 - PT Trade & Tech Faculty        | 21        | 0         | 0.00  | Yes       | 1.18          | 1.18      | Yes |
| PT16 - PT Basic Skills Faculty        | 26        | 0         | 0.00  | Yes       | 1.46          | 1.46      | Yes |
| PT17 - PT Health & Athletics Faculty  | 55        | 0         | 0.00  | Yes       | 3.08          | 3.08      | Yes |
| PT19 - PT Prof HR, Fin, Coord; all    | 7         | 0         | 0.00  | Yes       | 0.39          | 0.39      | Yes |
| PT21 - PT Para-prof;Tech &/or Admin   | 5         | 0         | 0.00  | Yes       | 0.28          | 0.28      | Yes |
| PT23 - PT Computer Program/Network/He | 5         | 0         | 0.00  | Yes       | 0.28          | 0.28      | Yes |

The Veteran Utilization Analysis is only for internal workforce analysis and should not be submitted for OFCCP purposes.

# Utilization Analysis for Protected Veterans

Analysis Data as of 12/29/2023

## Main

Benchmark for Veterans: 5.60%  
 Plan Representation for Veterans: 2.25%

Total Employees in Plan: 887  
 Total Veterans in Plan: 20

| Job Group                             | Employees  |           |             | Goal Set? | Underutilized # | Shortfall |          |
|---------------------------------------|------------|-----------|-------------|-----------|-----------------|-----------|----------|
|                                       | Total #    | Veteran # | %           |           |                 | #         | >= 0.01? |
| PT24 - PT Student Srv & Instr Support | 56         | 1         | 1.79        | Yes       | 2.14            | 2.14      | Yes      |
| PT25 - PT Administrative Support      | 24         | 0         | 0.00        | Yes       | 1.34            | 1.34      | Yes      |
| PT26 - PT Craft worker (skilled)      | 1          | 0         | 0.00        | Yes       | 0.06            | 0.06      | Yes      |
| PT27 - PT Operative (semi-skilled)    | 1          | 0         | 0.00        | Yes       | 0.06            | 0.06      | Yes      |
| PT28 - PT Service Worker              | 14         | 1         | 7.14        | No        |                 | 0.00      | No       |
| PT29 - PT Laborer (unskilled)         | 16         | 0         | 0.00        | Yes       | 0.90            | 0.90      | Yes      |
| <b>Total</b>                          | <b>887</b> | <b>20</b> | <b>2.25</b> |           |                 |           |          |

The Veteran Utilization Analysis is only for internal workforce analysis and should not be submitted for OFCCP purposes.

## Utilization Analysis Problem Areas - Disabled

Analysis Data as of 12/29/2023

Plan: Main

Goal for Individuals with Disabilities: 7.00%

| Job Group                             | Employees |          |      |
|---------------------------------------|-----------|----------|------|
|                                       | Total     | Disabled |      |
|                                       | #         | #        | %    |
| 10 - Senior Executives                | 9         | 0        | 0.00 |
| 12 - Instructional Managers           | 11        | 0        | 0.00 |
| 15 - Trade & Tech Skills Faculty      | 22        | 1        | 4.55 |
| 21 - Para-prof;Technology &/or Adm    | 16        | 0        | 0.00 |
| 26 - Craft (skilled)                  | 11        | 0        | 0.00 |
| 27 - Operatives (semi-skilled)        | 4         | 0        | 0.00 |
| 28 - Service Worker                   | 17        | 0        | 0.00 |
| PT14 - PT Science & Math Faculty      | 26        | 1        | 3.85 |
| PT15 - PT Trade & Tech Faculty        | 21        | 0        | 0.00 |
| PT16 - PT Basic Skills Faculty        | 26        | 1        | 3.85 |
| PT17 - PT Health & Athletics Faculty  | 55        | 2        | 3.64 |
| PT19 - PT Prof HR, Fin, Coord; all    | 7         | 0        | 0.00 |
| PT21 - PT Para-prof;Tech &/or Admin   | 5         | 0        | 0.00 |
| PT23 - PT Computer Program/Network/He | 5         | 0        | 0.00 |
| PT24 - PT Student Srv & Instr Support | 56        | 2        | 3.57 |
| PT26 - PT Craft worker (skilled)      | 1         | 0        | 0.00 |
| PT27 - PT Operative (semi-skilled)    | 1         | 0        | 0.00 |
| PT29 - PT Laborer (unskilled)         | 16        | 1        | 6.25 |

Only underutilized Job Groups are displayed.

# Utilization Analysis Problem Areas - Veteran

Analysis Data as of 12/29/2023

Plan: Main

Benchmark for Veterans: 5.60%

Total Employees in Plan: 887

Plan Representation for Veterans: 2.25%

Total Veterans in Plan: 20

| Job Group                             | Employees |         |      |
|---------------------------------------|-----------|---------|------|
|                                       | Total     | Veteran |      |
|                                       | #         | #       | %    |
| 10 - Senior Executives                | 9         | 0       | 0.00 |
| 11 - Non-Instructional Managers       | 42        | 2       | 4.76 |
| 13 - Arts & Letter Faculty            | 59        | 1       | 1.69 |
| 14 - Science & Math Faculty           | 42        | 2       | 4.76 |
| 16 - Basic Skills Faculty             | 11        | 0       | 0.00 |
| 17 - Health & Athletic Faculty        | 49        | 0       | 0.00 |
| 18 - Non-Instructional Faculty        | 29        | 0       | 0.00 |
| 19 - Prof HR, Fin, Coord; all         | 79        | 3       | 3.80 |
| 23 - Computer Program/Network/Help    | 38        | 2       | 5.26 |
| 24 - Student Srv & Instruct Support   | 38        | 1       | 2.63 |
| 25 - Administrative Support           | 60        | 0       | 0.00 |
| 26 - Craft (skilled)                  | 11        | 0       | 0.00 |
| 27 - Operatives (semi-skilled)        | 4         | 0       | 0.00 |
| 29 - Laborers (unskilled)             | 18        | 0       | 0.00 |
| PT13 - PT Arts & Letter Faculty       | 75        | 0       | 0.00 |
| PT14 - PT Science & Math Faculty      | 26        | 0       | 0.00 |
| PT15 - PT Trade & Tech Faculty        | 21        | 0       | 0.00 |
| PT16 - PT Basic Skills Faculty        | 26        | 0       | 0.00 |
| PT17 - PT Health & Athletics Faculty  | 55        | 0       | 0.00 |
| PT19 - PT Prof HR, Fin, Coord; all    | 7         | 0       | 0.00 |
| PT21 - PT Para-prof;Tech &/or Admin   | 5         | 0       | 0.00 |
| PT23 - PT Computer Program/Network/He | 5         | 0       | 0.00 |
| PT24 - PT Student Srv & Instr Support | 56        | 1       | 1.79 |
| PT25 - PT Administrative Support      | 24        | 0       | 0.00 |
| PT26 - PT Craft worker (skilled)      | 1         | 0       | 0.00 |
| PT27 - PT Operative (semi-skilled)    | 1         | 0       | 0.00 |

Only underutilized Job Groups are displayed.

The Veteran Utilization Analysis is only for internal workforce analysis and should not be submitted for OFCCP purposes.

# Utilization Analysis Problem Areas - Veteran

Analysis Data as of 12/29/2023

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Plan: Main

Benchmark for Veterans: 5.60%

Plan Representation for Veterans: 0.00%

Total Employees in Plan: 0

Total Veterans in Plan: 0

| Job Group                     | Employees |         |      |
|-------------------------------|-----------|---------|------|
|                               | Total     | Veteran |      |
|                               | #         | #       | %    |
| PT29 - PT Laborer (unskilled) | 16        | 0       | 0.00 |

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*Only underutilized Job Groups are displayed.*

*The Veteran Utilization Analysis is only for internal workforce analysis and should not be submitted for OFCCP purposes.*

## Utilization Analysis Summary - Disabled

Analysis Date Range is 12/29/2023

| Plan         | Job Groups  |                 | Employees     |                               |               |
|--------------|-------------|-----------------|---------------|-------------------------------|---------------|
|              | Total Count | Count with Goal | Total in Plan | Individuals with Disabilities |               |
|              |             |                 | #             | #                             | %             |
| Main         | 32          | 18              | 887           | 114                           | 12.85         |
| <b>Total</b> | <b>32</b>   | <b>18</b>       | <b>887</b>    | <b>114</b>                    | <b>12.85%</b> |

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

Department: Academic & Tutoring Services

Manager Name: Kepka, Jenn

| Incl/<br>Excl | Job Title                                 | EEO<br>Code | Salary<br>Code | Total     |            |      | Total | White | Black | Asian | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown |
|---------------|---|-------------|----------------|-----------|------------|------|-------|-------|-------|-------|--------------------|----------|---------------------|-------------------------|---------|
|               |   |             |                | Employees | Minorities |      |       |       |       |       |                    |          |                     |                         |         |
|               | PT Instructional<br>Specialist            | 5           | D - E          | 17        | 3          | Male | 5     | 4     | 0     | 1     | 0                  | 0        | 0                   | 0                       | 0       |
| Female        |   |             |                |           |            | 12   | 10    | 0     | 1     | 0     | 1                  | 0        | 0                   |                         |         |
| Non-binary    |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
| Unknown       |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
|               | Instructional Specialist                  | 5           | F              | 1         | 0          | Male | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Female        |   |             |                |           |            | 1    | 1     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
| Non-binary    |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
| Unknown       |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
|               | Instructional Specialist-<br>Lead         | 5           | F              | 1         | 0          | Male | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Female        |   |             |                |           |            | 1    | 1     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
| Non-binary    |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
| Unknown       |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
|               | Project Coordinator -<br>Lead             | 5           | G              | 1         | 0          | Male | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Female        |   |             |                |           |            | 1    | 1     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
| Non-binary    |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
| Unknown       |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
|               | Director of Academic<br>Tutoring Services | 1           | K              | 1         | 0          | Male | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Female        |   |             |                |           |            | 1    | 1     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
| Non-binary    |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
| Unknown       |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

Department: Academic & Tutoring Services

Manager Name: Kepka, Jenn

| Incl/<br>Excl | Job Title   | EEO<br>Code | Salary<br>Code | Total     |            |            | Total     | White     | Black    | Asian    | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown  |
|---------------|---|-------------|----------------|-----------|------------|------------|-----------|-----------|----------|----------|--------------------|----------|---------------------|-------------------------|----------|
|               |   |             |                | Employees | Minorities |            |           |           |          |          |                    |          |                     |                         |          |
|               | Faculty Instructor<br>Academic & Tutoring<br>Services | 2           | L              | 1         | 0          | Male       | 0         | 0         | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |   |             |                |           |            | Female     | 1         | 1         | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |   |             |                |           |            | Non-binary | 0         | 0         | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |   |             |                |           |            | Unknown    | 0         | 0         | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
| <b>Totals</b> |   |             |                | <b>22</b> | <b>3</b>   | Male       | <b>5</b>  | <b>4</b>  | <b>0</b> | <b>1</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |   |             |                |           | 13.64      | %          | 22.73     | 18.18     | 0.00     | 4.55     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |   |             |                |           |            | Female     | <b>17</b> | <b>15</b> | <b>0</b> | <b>1</b> | <b>0</b>           | <b>1</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |   |             |                |           |            | %          | 77.27     | 68.18     | 0.00     | 4.55     | 0.00               | 4.55     | 0.00                | 0.00                    | 0.00     |
|               |   |             |                |           |            | Non-binary | <b>0</b>  | <b>0</b>  | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |   |             |                |           |            | %          | 0.00      | 0.00      | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |   |             |                |           |            | Unknown    | <b>0</b>  | <b>0</b>  | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |   |             |                |           |            | %          | 0.00      | 0.00      | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

### Department: Academic & Tutoring Services A

| Incl/<br>Excl | Job Title                      | EEO<br>Code | Salary<br>Code | Total     |            |            | Total    | White    | Black      | Asian    | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown  |   |   |   |
|---------------|--------------------------------|-------------|----------------|-----------|------------|------------|----------|----------|------------|----------|--------------------|----------|---------------------|-------------------------|----------|---|---|---|
|               |                                |             |                | Employees | Minorities |            |          |          |            |          |                    |          |                     |                         |          |   |   |   |
|               | PT Instructional<br>Specialist | 5           | D              | 1         | 0          | Male       | 1        | 1        | 0          | 0        | 0                  | 0        | 0                   | 0                       | 0        |   |   |   |
|               |                                |             |                |           |            |            |          | Female   | 0          | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0 | 0 |   |
|               |                                |             |                |           |            |            |          |          | Non-binary | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0 | 0 | 0 |
|               |                                |             |                |           |            |            |          |          | Unknown    | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0 | 0 | 0 |
| <b>Totals</b> |                                |             |                | <b>1</b>  | <b>0</b>   | Male       | <b>1</b> | <b>1</b> | <b>0</b>   | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |   |   |   |
|               |                                |             |                |           | 0.00       | %          | 100.00   | 100.00   | 0.00       | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |   |   |   |
|               |                                |             |                |           |            | Female     | <b>0</b> | <b>0</b> | <b>0</b>   | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |   |   |   |
|               |                                |             |                |           |            | %          | 0.00     | 0.00     | 0.00       | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |   |   |   |
|               |                                |             |                |           |            | Non-binary | <b>0</b> | <b>0</b> | <b>0</b>   | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |   |   |   |
|               |                                |             |                |           |            | %          | 0.00     | 0.00     | 0.00       | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |   |   |   |
|               |                                |             |                |           |            | Unknown    | <b>0</b> | <b>0</b> | <b>0</b>   | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |   |   |   |
|               |                                |             |                |           |            | %          | 0.00     | 0.00     | 0.00       | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |   |   |   |

### Department: Academic Advising

| Incl/<br>Excl | Job Title                   | EEO<br>Code | Salary<br>Code | Total     |            |      | Total | White  | Black      | Asian | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown |   |   |   |
|---------------|-----------------------------|-------------|----------------|-----------|------------|------|-------|--------|------------|-------|--------------------|----------|---------------------|-------------------------|---------|---|---|---|
|               |                             |             |                | Employees | Minorities |      |       |        |            |       |                    |          |                     |                         |         |   |   |   |
|               | PT Student Advisor 2        | 5           | E              | 1         | 1          | Male | 1     | 0      | 0          | 0     | 0                  | 0        | 0                   | 1                       | 0       |   |   |   |
|               |                             |             |                |           |            |      |       | Female | 0          | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 |   |
|               |                             |             |                |           |            |      |       |        | Non-binary | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 | 0 |
|               |                             |             |                |           |            |      |       |        | Unknown    | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 | 0 |
|               | Student Advisor 2 -<br>Lead | 5           | F - H          | 6         | 2          | Male | 0     | 0      | 0          | 0     | 0                  | 0        | 0                   | 0                       | 0       |   |   |   |
|               |                             |             |                |           |            |      |       | Female | 6          | 4     | 0                  | 1        | 0                   | 1                       | 0       | 0 | 0 |   |
|               |                             |             |                |           |            |      |       |        | Non-binary | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 | 0 |
|               |                             |             |                |           |            |      |       |        | Unknown    | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 | 0 |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

Main

Department: Academic Advising

| Incl/<br>Excl | Job Title                           | EEO<br>Code | Salary<br>Code | Total     |            |            | Total    | White    | Black    | Asian    | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown  |
|---------------|-------------------------------------|-------------|----------------|-----------|------------|------------|----------|----------|----------|----------|--------------------|----------|---------------------|-------------------------|----------|
|               |                                     |             |                | Employees | Minorities |            |          |          |          |          |                    |          |                     |                         |          |
|               | Student Advisor 2                   | 5           | G              | 1         | 0          | Male       | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
| Female        |                                     |             |                |           |            | 1          | 1        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
| Non-binary    |                                     |             |                |           |            | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
| Unknown       |                                     |             |                |           |            | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
|               | Project Coordinator                 | 5           | G              | 1         | 0          | Male       | 1        | 1        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
| Female        |                                     |             |                |           |            | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
| Non-binary    |                                     |             |                |           |            | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
| Unknown       |                                     |             |                |           |            | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
|               | Director of Title III &<br>Advising | 1           | J              | 1         | 0          | Male       | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
| Female        |                                     |             |                |           |            | 1          | 1        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
| Non-binary    |                                     |             |                |           |            | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
| Unknown       |                                     |             |                |           |            | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
| <b>Totals</b> |                                     |             |                | <b>10</b> | <b>3</b>   | Male       | <b>2</b> | <b>1</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>1</b>                | <b>0</b> |
|               |                                     |             |                |           | 30.00      | %          | 20.00    | 10.00    | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 10.00                   | 0.00     |
|               |                                     |             |                |           |            | Female     | <b>8</b> | <b>6</b> | <b>0</b> | <b>1</b> | <b>0</b>           | <b>1</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |                                     |             |                |           |            | %          | 80.00    | 60.00    | 0.00     | 10.00    | 0.00               | 10.00    | 0.00                | 0.00                    | 0.00     |
|               |                                     |             |                |           |            | Non-binary | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |                                     |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |                                     |             |                |           |            | Unknown    | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |                                     |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |

Incl - employee is included in this plan and department  
 Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

Department: Academic Learning Skills

Manager Name: Coronado, Edward

| Incl/<br>Excl | Job Title  | EEO<br>Code | Salary<br>Code | Total     |            |      | Total | White | Black | Asian | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown |
|---------------|--|-------------|----------------|-----------|------------|------|-------|-------|-------|-------|--------------------|----------|---------------------|-------------------------|---------|
|               |  |             |                | Employees | Minorities |      |       |       |       |       |                    |          |                     |                         |         |
|               | PT Instructional<br>Specialist                           | 5           | D - E          | 3         | 1          | Male | 2     | 1     | 0     | 0     | 0                  | 0        | 0                   | 1                       | 0       |
| Female        |  |             |                |           |            | 1    | 1     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
| Non-binary    |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
| Unknown       |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               | PT Student Advisor 1                                     | 5           | E              | 1         | 0          | Male | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Female        |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
| Non-binary    |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
| Unknown       |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               | Administrative<br>Coordinator                            | 5           | F              | 1         | 0          | Male | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Female        |  |             |                |           |            | 1    | 1     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
| Non-binary    |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
| Unknown       |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               | PT Credit Instructor<br>Academic Learning<br>Skills - In | 2           | K              | 1         | 0          | Male | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Female        |  |             |                |           |            | 1    | 1     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
| Non-binary    |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
| Unknown       |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               | PT Credit Instructor<br>ESL Administration               | 2           | K              | 1         | 0          | Male | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Female        |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
| Non-binary    |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
| Unknown       |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

Department: Academic Learning Skills

Manager Name: Coronado, Edward

| Incl/<br>Excl | Job Title  | EEO<br>Code | Salary<br>Code | Total     |            |            | Total    | White    | Black    | Asian    | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown  |   |
|---------------|--|-------------|----------------|-----------|------------|------------|----------|----------|----------|----------|--------------------|----------|---------------------|-------------------------|----------|---|
|               |  |             |                | Employees | Minorities |            |          |          |          |          |                    |          |                     |                         |          |   |
|               | Faculty Instructor<br>Academic Learning<br>Skills - In | 2           | L              | 1         | 0          | Male       | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |   |
|               |  |             |                |           | Female     | 1          | 1        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0 |
|               |  |             |                |           | Non-binary | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0 |
|               |  |             |                |           | Unknown    | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0 |
| <b>Totals</b> |  |             |                | <b>8</b>  | <b>1</b>   | Male       | <b>4</b> | <b>3</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>1</b>                | <b>0</b> |   |
|               |  |             |                |           | 12.50      | %          | 50.00    | 37.50    | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 12.50                   | 0.00     |   |
|               |  |             |                |           |            | Female     | <b>4</b> | <b>4</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |   |
|               |  |             |                |           |            | %          | 50.00    | 50.00    | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |   |
|               |  |             |                |           |            | Non-binary | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |   |
|               |  |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |   |
|               |  |             |                |           |            | Unknown    | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |   |
|               |  |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |   |

Department: Academic Technology

Manager Name: Coronado, Edward

| Incl/<br>Excl | Job Title  | EEO<br>Code | Salary<br>Code | Total     |            |      | Total | White | Black | Asian | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown |   |
|---------------|--|-------------|----------------|-----------|------------|------|-------|-------|-------|-------|--------------------|----------|---------------------|-------------------------|---------|---|
|               |  |             |                | Employees | Minorities |      |       |       |       |       |                    |          |                     |                         |         |   |
|               | Administrative<br>Coordinator                    | 5           | G              | 1         | 0          | Male | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |   |
|               |  |             |                |           | Female     | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |
|               |  |             |                |           | Non-binary | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |
|               |  |             |                |           | Unknown    | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |
|               | PT Technology<br>Analysis & Design<br>Specialist | 3           | G              | 1         | 1          | Male | 1     | 0     | 0     | 0     | 0                  | 0        | 0                   | 1                       | 0       |   |
|               |  |             |                |           | Female     | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |
|               |  |             |                |           | Non-binary | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |
|               |  |             |                |           | Unknown    | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

Department: Academic Technology

Manager Name: Coronado, Edward

| Incl/<br>Excl | Job Title  | EEO<br>Code | Salary<br>Code | Total     |            |            | Total    | White    | Black    | Asian    | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown  |
|---------------|--|-------------|----------------|-----------|------------|------------|----------|----------|----------|----------|--------------------|----------|---------------------|-------------------------|----------|
|               |  |             |                | Employees | Minorities |            |          |          |          |          |                    |          |                     |                         |          |
|               | Technology Analysis &<br>Design Specialist-A           | 3           | G - H          | 2         | 0          | Male       | 1        | 1        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
| Female        |  |             |                |           |            | 1          | 1        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
| Non-binary    |  |             |                |           |            | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
| Unknown       |  |             |                |           |            | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
|               | Technology Analysis &<br>Design Specialist-I           | 3           | H              | 1         | 0          | Male       | 1        | 1        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
| Female        |  |             |                |           |            | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
| Non-binary    |  |             |                |           |            | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
| Unknown       |  |             |                |           |            | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
|               | PT Project Coordinator                                 | 5           | H              | 1         | 1          | Male       | 1        | 0        | 0        | 0        | 0                  | 0        | 0                   | 1                       | 0        |
| Female        |  |             |                |           |            | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
| Non-binary    |  |             |                |           |            | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
| Unknown       |  |             |                |           |            | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
|               | Faculty Instructor<br>Academic Technology -<br>HR Only | 2           | L              | 2         | 0          | Male       | 1        | 1        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
| Female        |  |             |                |           |            | 1          | 1        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
| Non-binary    |  |             |                |           |            | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
| Unknown       |  |             |                |           |            | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
| <b>Totals</b> |  |             |                | <b>8</b>  | <b>2</b>   | Male       | <b>6</b> | <b>4</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>2</b>                | <b>0</b> |
|               |  |             |                |           | 25.00      | %          | 75.00    | 50.00    | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 25.00                   | 0.00     |
|               |  |             |                |           |            | Female     | <b>2</b> | <b>2</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |  |             |                |           |            | %          | 25.00    | 25.00    | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |  |             |                |           |            | Non-binary | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |  |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |  |             |                |           |            | Unknown    | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |  |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

Department: Academic Technology Division

Manager Name: Coronado, Edward

| Incl/<br>Excl | Job Title                                    | EEO<br>Code | Salary<br>Code | Total     |            |      | Total | White | Black | Asian | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown |
|---------------|--|-------------|----------------|-----------|------------|------|-------|-------|-------|-------|--------------------|----------|---------------------|-------------------------|---------|
|               |  |             |                | Employees | Minorities |      |       |       |       |       |                    |          |                     |                         |         |
|               | PT Information<br>Technology Technician      | 3           | F              | 1         | 0          | Male | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Female        |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
| Non-binary    |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
| Unknown       |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               | Information Technology<br>Technician-I       | 3           | G              | 1         | 0          | Male | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Female        |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
| Non-binary    |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
| Unknown       |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               | PT Project Coordinator                       | 5           | H              | 1         | 1          | Male | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Female        |  |             |                |           |            | 1    | 0     | 0     | 1     | 0     | 0                  | 0        | 0                   | 0                       |         |
| Non-binary    |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
| Unknown       |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               | Project Coordinator                          | 5           | H              | 1         | 0          | Male | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Female        |  |             |                |           |            | 1    | 1     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
| Non-binary    |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
| Unknown       |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               | Technology Analysis &<br>Design Specialist-A | 3           | H              | 1         | 0          | Male | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Female        |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
| Non-binary    |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
| Unknown       |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

Department: Academic Technology Division

Manager Name: Coronado, Edward

| Incl/<br>Excl | Job Title   | EEO<br>Code | Salary<br>Code | Total     |            |            | Total    | White    | Black    | Asian    | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown  |  |  |
|---------------|---|-------------|----------------|-----------|------------|------------|----------|----------|----------|----------|--------------------|----------|---------------------|-------------------------|----------|--|--|
|               |   |             |                | Employees | Minorities |            |          |          |          |          |                    |          |                     |                         |          |  |  |
|               | Dean of Instructional<br>Support & Distance<br>Learning | 1           | L              | 1         | 0          | Male       | 1        | 1        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |  |  |
|               |   |             |                |           |            |            |          |          |          |          |                    |          |                     |                         |          |  |  |
|               |   |             |                |           |            |            |          |          |          |          |                    |          |                     |                         |          |  |  |
|               |   |             |                |           |            |            |          |          |          |          |                    |          |                     |                         |          |  |  |
| <b>Totals</b> |   |             |                | <b>6</b>  | <b>1</b>   | Male       | <b>4</b> | <b>4</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |  |  |
|               |   |             |                |           | 16.67      | %          | 66.67    | 66.67    | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |  |  |
|               |   |             |                |           |            | Female     | <b>2</b> | <b>1</b> | <b>0</b> | <b>1</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |  |  |
|               |   |             |                |           |            | %          | 33.33    | 16.67    | 0.00     | 16.67    | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |  |  |
|               |   |             |                |           |            | Non-binary | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |  |  |
|               |   |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |  |  |
|               |   |             |                |           |            | Unknown    | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |  |  |
|               |   |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |  |  |

Department: Adult Basic & Secondary Educat

Manager Name: Gates Tapia, Anna

| Incl/<br>Excl | Job Title                         | EEO<br>Code | Salary<br>Code | Total     |            |      | Total | White | Black | Asian | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown |  |  |
|---------------|-----------------------------------|-------------|----------------|-----------|------------|------|-------|-------|-------|-------|--------------------|----------|---------------------|-------------------------|---------|--|--|
|               |                                   |             |                | Employees | Minorities |      |       |       |       |       |                    |          |                     |                         |         |  |  |
|               | PT Student Services<br>Specialist | 5           | D              | 2         | 0          | Male | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |  |  |
|               |                                   |             |                |           |            |      |       |       |       |       |                    |          |                     |                         |         |  |  |
|               |                                   |             |                |           |            |      |       |       |       |       |                    |          |                     |                         |         |  |  |
|               |                                   |             |                |           |            |      |       |       |       |       |                    |          |                     |                         |         |  |  |
|               | Student Advisor 1 -<br>bilingual  | 5           | E              | 1         | 0          | Male | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |  |  |
|               |                                   |             |                |           |            |      |       |       |       |       |                    |          |                     |                         |         |  |  |
|               |                                   |             |                |           |            |      |       |       |       |       |                    |          |                     |                         |         |  |  |
|               |                                   |             |                |           |            |      |       |       |       |       |                    |          |                     |                         |         |  |  |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

Department: Adult Basic & Secondary Educat

Manager Name: Gates Tapia, Anna

| Incl/<br>Excl | Job Title  | EEO<br>Code | Salary<br>Code | Total     |            |      | Total | White | Black | Asian | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown |
|---------------|--|-------------|----------------|-----------|------------|------|-------|-------|-------|-------|--------------------|----------|---------------------|-------------------------|---------|
|               |  |             |                | Employees | Minorities |      |       |       |       |       |                    |          |                     |                         |         |
|               | Student Advisor 2 -<br>Lead                        | 5           | F              | 1         | 0          | Male | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Female        |  |             |                |           |            | 1    | 1     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Non-binary    |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Unknown       |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               | Administrative &<br>Technology Specialist          | 5           | G              | 1         | 0          | Male | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Female        |  |             |                |           |            | 1    | 1     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Non-binary    |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Unknown       |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               | PT Credit Instructor<br>ESL Administration         | 2           | I              | 1         | 0          | Male | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Female        |  |             |                |           |            | 1    | 1     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Non-binary    |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Unknown       |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               | Project Coordinator -<br>Lead                      | 5           | I              | 1         | 0          | Male | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Female        |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Non-binary    |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Unknown       |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               | PT Credit Instructor<br>Downtown Center<br>ABE/GED | 2           | I - K          | 5         | 0          | Male | 2     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 1       |
| Female        |  |             |                |           |            | 3    | 3     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Non-binary    |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Unknown       |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               | PT Credit Instructor<br>Spanish GED                | 2           | J              | 1         | 1          | Male | 1     | 0     | 0     | 0     | 0                  | 1        | 0                   | 0                       | 0       |
| Female        |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Non-binary    |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Unknown       |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

Department: Adult Basic & Secondary Educat

Manager Name: Gates Tapia, Anna

| Incl/<br>Excl | Job Title  | EEO<br>Code | Salary<br>Code | Total     |            |            | Total     | White     | Black    | Asian    | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown  |
|---------------|--|-------------|----------------|-----------|------------|------------|-----------|-----------|----------|----------|--------------------|----------|---------------------|-------------------------|----------|
|               |  |             |                | Employees | Minorities |            |           |           |          |          |                    |          |                     |                         |          |
|               | PT Credit Instructor<br>Composition -<br>Instruction | 2           | K              | 1         | 0          | Male       | 1         | 1         | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
| Female        |  |             |                |           |            | 0          | 0         | 0         | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
| Non-binary    |  |             |                |           |            | 0          | 0         | 0         | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
| Unknown       |  |             |                |           |            | 0          | 0         | 0         | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
|               | PT Credit Instructor<br>Corrections                  | 2           | K              | 1         | 0          | Male       | 0         | 0         | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
| Female        |  |             |                |           |            | 1          | 1         | 0         | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
| Non-binary    |  |             |                |           |            | 0          | 0         | 0         | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
| Unknown       |  |             |                |           |            | 0          | 0         | 0         | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
|               | Faculty Instructor<br>ABSE Administration            | 2           | K - L          | 4         | 0          | Male       | 0         | 0         | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
| Female        |  |             |                |           |            | 4          | 4         | 0         | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
| Non-binary    |  |             |                |           |            | 0          | 0         | 0         | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
| Unknown       |  |             |                |           |            | 0          | 0         | 0         | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
|               | Faculty Instructor Main<br>Campus-Adults<br>ABE/GED  | 2           | L              | 2         | 1          | Male       | 0         | 0         | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
| Female        |  |             |                |           |            | 2          | 1         | 0         | 0        | 0        | 0                  | 0        | 1                   | 0                       |          |
| Non-binary    |  |             |                |           |            | 0          | 0         | 0         | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
| Unknown       |  |             |                |           |            | 0          | 0         | 0         | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
| <b>Totals</b> |  |             |                | <b>21</b> | <b>2</b>   | Male       | <b>6</b>  | <b>4</b>  | <b>0</b> | <b>0</b> | <b>0</b>           | <b>1</b> | <b>0</b>            | <b>0</b>                | <b>1</b> |
|               |  |             |                |           | 9.52       | %          | 28.57     | 19.05     | 0.00     | 0.00     | 0.00               | 4.76     | 0.00                | 0.00                    | 4.76     |
|               |  |             |                |           |            | Female     | <b>15</b> | <b>14</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>1</b>                | <b>0</b> |
|               |  |             |                |           |            | %          | 71.43     | 66.67     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 4.76                    | 0.00     |
|               |  |             |                |           |            | Non-binary | <b>0</b>  | <b>0</b>  | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |  |             |                |           |            | %          | 0.00      | 0.00      | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |  |             |                |           |            | Unknown    | <b>0</b>  | <b>0</b>  | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |  |             |                |           |            | %          | 0.00      | 0.00      | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

Department: Advanced Technologies Dept

Manager Name: Rehn, Christopher

| Incl/<br>Excl | Job Title                                      | EEO<br>Code | Salary<br>Code | Total     |            |            | Total | White | Black | Asian | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown |
|---------------|--|-------------|----------------|-----------|------------|------------|-------|-------|-------|-------|--------------------|----------|---------------------|-------------------------|---------|
|               |  |             |                | Employees | Minorities |            |       |       |       |       |                    |          |                     |                         |         |
|               | Instructional Specialist                       | 5           | F              | 2         | 0          | Male       | 2     | 2     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Female     | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               | PT Instructional Specialist                    | 5           | F              | 1         | 0          | Male       | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Female     | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               | Project Coordinator                            | 5           | G              | 1         | 0          | Male       | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Female     | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               | PT Credit Instructor<br>Welding Tech - General | 2           | G - H          | 3         | 2          | Male       | 2     | 0     | 0     | 0     | 2                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Female     | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               | Project Coordinator -<br>Lead                  | 5           | H              | 1         | 0          | Male       | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Female     | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               | PT Credit Instructor<br>Apprenticeship         | 2           | H - K          | 9         | 0          | Male       | 9     | 9     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Female     | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

Department: Advanced Technologies Dept

Manager Name: Rehn, Christopher

| Incl/<br>Excl | Job Title   | EEO<br>Code | Salary<br>Code | Total     |            |      | Total | White | Black | Asian | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown |
|---------------|---|-------------|----------------|-----------|------------|------|-------|-------|-------|-------|--------------------|----------|---------------------|-------------------------|---------|
|               |   |             |                | Employees | Minorities |      |       |       |       |       |                    |          |                     |                         |         |
|               | PT Credit Instructor<br>Drafting                  | 2           | H - K          | 3         | 0          | Male | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Female        |   |             |                |           |            | 2    | 2     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
| Non-binary    |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
| Unknown       |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
|               | Faculty Instructor<br>Welding Tech - General      | 2           | K              | 1         | 0          | Male | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Female        |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
| Non-binary    |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
| Unknown       |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
|               | Faculty Instructor<br>Manufacturing<br>Technology | 2           | L              | 1         | 0          | Male | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Female        |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
| Non-binary    |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
| Unknown       |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
|               | Faculty Instructor<br>Diesel Technology           | 2           | L              | 2         | 1          | Male | 2     | 1     | 0     | 0     | 0                  | 0        | 0                   | 1                       | 0       |
| Female        |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
| Non-binary    |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
| Unknown       |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
|               | Faculty Instructor<br>Construction                | 2           | L              | 1         | 0          | Male | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Female        |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
| Non-binary    |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
| Unknown       |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

Main

Department: Advanced Technologies Dept

Manager Name: Rehn, Christopher

| Incl/<br>Excl | Job Title                                   | EEO<br>Code | Salary<br>Code | Total     |            |            | Total     | White     | Black    | Asian    | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown  |
|---------------|---|-------------|----------------|-----------|------------|------------|-----------|-----------|----------|----------|--------------------|----------|---------------------|-------------------------|----------|
|               |   |             |                | Employees | Minorities |            |           |           |          |          |                    |          |                     |                         |          |
|               | Faculty Instructor<br>Automotive Technology | 2           | L              | 2         | 0          | Male       | 2         | 2         | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |   |             |                |           |            | Female     | 0         | 0         | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |   |             |                |           |            | Non-binary | 0         | 0         | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |   |             |                |           |            | Unknown    | 0         | 0         | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
| <b>Totals</b> |   |             |                | <b>27</b> | <b>3</b>   | Male       | <b>22</b> | <b>19</b> | <b>0</b> | <b>0</b> | <b>2</b>           | <b>0</b> | <b>0</b>            | <b>1</b>                | <b>0</b> |
|               |   |             |                |           | 11.11      | %          | 81.48     | 70.37     | 0.00     | 0.00     | 7.41               | 0.00     | 0.00                | 3.70                    | 0.00     |
|               |   |             |                |           |            | Female     | <b>5</b>  | <b>5</b>  | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |   |             |                |           |            | %          | 18.52     | 18.52     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |   |             |                |           |            | Non-binary | <b>0</b>  | <b>0</b>  | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |   |             |                |           |            | %          | 0.00      | 0.00      | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |   |             |                |           |            | Unknown    | <b>0</b>  | <b>0</b>  | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |   |             |                |           |            | %          | 0.00      | 0.00      | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

Department: Advanced Technology Division

| Incl/<br>Excl | Job Title                      | EEO<br>Code | Salary<br>Code | Total     |            |            | Total    | White      | Black    | Asian    | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races |          |          |   |   |   |
|---------------|--------------------------------|-------------|----------------|-----------|------------|------------|----------|------------|----------|----------|--------------------|----------|---------------------|-------------------------|----------|----------|---|---|---|
|               |                                |             |                | Employees | Minorities |            |          |            |          |          |                    |          |                     | Unknown                 | Unknown  |          |   |   |   |
|               | PT Instructional<br>Specialist | 5           | E              | 1         | 1          | Male       | 1        | 0          | 1        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0        |   |   |   |
|               |                                |             |                |           |            |            | Female   | 0          | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0        | 0 | 0 |   |
|               |                                |             |                |           |            |            |          | Non-binary | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0        | 0 | 0 | 0 |
|               |                                |             |                |           |            |            |          | Unknown    | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0        | 0 | 0 | 0 |
| <b>Totals</b> |                                |             |                | <b>1</b>  | <b>1</b>   | Male       | <b>1</b> | <b>0</b>   | <b>1</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> | <b>0</b> |   |   |   |
|               |                                |             |                |           | 100.00     | %          | 100.00   | 0.00       | 100.00   | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     | 0.00     |   |   |   |
|               |                                |             |                |           |            | Female     | <b>0</b> | <b>0</b>   | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> | <b>0</b> |   |   |   |
|               |                                |             |                |           |            | %          | 0.00     | 0.00       | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     | 0.00     |   |   |   |
|               |                                |             |                |           |            | Non-binary | <b>0</b> | <b>0</b>   | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> | <b>0</b> |   |   |   |
|               |                                |             |                |           |            | %          | 0.00     | 0.00       | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     | 0.00     |   |   |   |
|               |                                |             |                |           |            | Unknown    | <b>0</b> | <b>0</b>   | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> | <b>0</b> |   |   |   |
|               |                                |             |                |           |            | %          | 0.00     | 0.00       | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     | 0.00     |   |   |   |

Department: Arts Division Administration

| Incl/<br>Excl | Job Title                     | EEO<br>Code | Salary<br>Code | Total     |            |      | Total  | White      | Black | Asian | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races |         |   |   |   |   |
|---------------|-------------------------------|-------------|----------------|-----------|------------|------|--------|------------|-------|-------|--------------------|----------|---------------------|-------------------------|---------|---|---|---|---|
|               |                               |             |                | Employees | Minorities |      |        |            |       |       |                    |          |                     | Unknown                 | Unknown |   |   |   |   |
|               | Administrative<br>Specialist  | 5           | F              | 1         | 0          | Male | 0      | 0          | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |   |   |   |
|               |                               |             |                |           |            |      | Female | 1          | 1     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 | 0 |   |
|               |                               |             |                |           |            |      |        | Non-binary | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 | 0 | 0 |
|               |                               |             |                |           |            |      |        | Unknown    | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 | 0 | 0 |
|               | Project Coordinator -<br>Lead | 5           | I              | 1         | 0          | Male | 0      | 0          | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |   |   |   |
|               |                               |             |                |           |            |      | Female | 1          | 1     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 | 0 |   |
|               |                               |             |                |           |            |      |        | Non-binary | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 | 0 | 0 |
|               |                               |             |                |           |            |      |        | Unknown    | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 | 0 | 0 |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

Main

Department: Arts Division Administration

| Incl/<br>Excl | Job Title        | EEO<br>Code | Salary<br>Code | Total     |            |            | Total    | White    | Black    | Asian    | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown  |
|---------------|------------------|-------------|----------------|-----------|------------|------------|----------|----------|----------|----------|--------------------|----------|---------------------|-------------------------|----------|
|               |                  |             |                | Employees | Minorities |            |          |          |          |          |                    |          |                     |                         |          |
|               | Dean of the Arts | 1           | L              | 1         | 0          | Male       | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |                  |             |                |           |            | Female     | 1        | 1        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |                  |             |                |           |            | Non-binary | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |                  |             |                |           |            | Unknown    | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
| <b>Totals</b> |                  |             |                | <b>3</b>  | <b>0</b>   | Male       | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |                  |             |                |           | 0.00       | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |                  |             |                |           |            | Female     | <b>3</b> | <b>3</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |                  |             |                |           |            | %          | 100.00   | 100.00   | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |                  |             |                |           |            | Non-binary | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |                  |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |                  |             |                |           |            | Unknown    | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |                  |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |

Incl - employee is included in this plan and department  
 Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

Department: Assessment

Manager Name: Blaine, Patrick

| Incl/<br>Excl | Job Title                        | EEO<br>Code | Salary<br>Code | Total      |            |            | Total    | White    | Black    | Asian    | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown  |
|---------------|----------------------------------|-------------|----------------|------------|------------|------------|----------|----------|----------|----------|--------------------|----------|---------------------|-------------------------|----------|
|               |                                  |             |                | Employees  | Minorities |            |          |          |          |          |                    |          |                     |                         |          |
|               | Faculty Instructor<br>Assessment | 2           | L              | 1          | 0          | Male       | 1        | 1        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |                                  |             |                | Female     | 0          | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |                                  |             |                | Non-binary | 0          | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |                                  |             |                | Unknown    | 0          | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
| <b>Totals</b> |                                  |             |                | <b>1</b>   | <b>0</b>   | Male       | <b>1</b> | <b>1</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |                                  |             |                |            | 0.00       | %          | 100.00   | 100.00   | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |                                  |             |                |            |            | Female     | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |                                  |             |                |            |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |                                  |             |                |            |            | Non-binary | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |                                  |             |                |            |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |                                  |             |                |            |            | Unknown    | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |                                  |             |                |            |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |

## Department: Athletics

Manager Name: Dieu, Mindie

| Incl/<br>Excl | Job Title                                  | EEO<br>Code | Salary<br>Code | Total      |            |      | Total | White | Black | Asian | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown |
|---------------|--|-------------|----------------|------------|------------|------|-------|-------|-------|-------|--------------------|----------|---------------------|-------------------------|---------|
|               |  |             |                | Employees  | Minorities |      |       |       |       |       |                    |          |                     |                         |         |
|               | Recreation Club Sports<br>& Special Events | 5           | F              | 1          | 0          | Male | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                | Female     | 1          | 1    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |  |             |                | Non-binary | 0          | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |  |             |                | Unknown    | 0          | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               | Project Coordinator -<br>Lead              | 5           | H              | 1          | 0          | Male | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                | Female     | 1          | 1    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |  |             |                | Non-binary | 0          | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |  |             |                | Unknown    | 0          | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

Department: Athletics

Manager Name: Dieu, Mindie

| Incl/<br>Excl | Job Title                                     | EEO<br>Code | Salary<br>Code | Total     |            |            | Total    | White    | Black    | Asian    | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown  |   |   |
|---------------|---|-------------|----------------|-----------|------------|------------|----------|----------|----------|----------|--------------------|----------|---------------------|-------------------------|----------|---|---|
|               |   |             |                | Employees | Minorities |            |          |          |          |          |                    |          |                     |                         |          |   |   |
|               | PT Credit Instructor<br>Athletic Conditioning | 2           | H - K          | 4         | 1          | Male       | 4        | 3        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 1        | 0 |   |
|               |   |             |                |           |            | Female     | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0 | 0 |
|               |   |             |                |           |            | Non-binary | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0 | 0 |
|               |   |             |                |           |            | Unknown    | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0 | 0 |
|               | PT Credit Instructor<br>Athletics Admin       | 2           | K              | 1         | 0          | Male       | 1        | 1        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0 |   |
|               |   |             |                |           |            | Female     | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0 | 0 |
|               |   |             |                |           |            | Non-binary | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0 | 0 |
|               |   |             |                |           |            | Unknown    | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0 | 0 |
|               | Faculty Instructor<br>Athletics Admin         | 2           | L              | 1         | 0          | Male       | 1        | 1        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0 |   |
|               |   |             |                |           |            | Female     | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0 | 0 |
|               |   |             |                |           |            | Non-binary | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0 | 0 |
|               |   |             |                |           |            | Unknown    | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0 | 0 |
| <b>Totals</b> |   |             |                | <b>8</b>  | <b>1</b>   | Male       | <b>6</b> | <b>5</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>1</b>                | <b>0</b> |   |   |
|               |   |             |                |           | 12.50      | %          | 75.00    | 62.50    | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 12.50                   | 0.00     |   |   |
|               |   |             |                |           |            | Female     | <b>2</b> | <b>2</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |   |   |
|               |   |             |                |           |            | %          | 25.00    | 25.00    | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |   |   |
|               |   |             |                |           |            | Non-binary | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |   |   |
|               |   |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |   |   |
|               |   |             |                |           |            | Unknown    | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |   |   |
|               |   |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |   |   |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

Department: Aviation Academy

Manager Name: Rickert, Joshua

| Incl/<br>Excl | Job Title   | EEO<br>Code | Salary<br>Code | Total     |            |      | Total | White | Black | Asian | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown |
|---------------|---|-------------|----------------|-----------|------------|------|-------|-------|-------|-------|--------------------|----------|---------------------|-------------------------|---------|
|               |   |             |                | Employees | Minorities |      |       |       |       |       |                    |          |                     |                         |         |
|               | PT Administrative<br>Support Specialist             | 5           | D              | 1         | 0          | Male | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Female        |   |             |                |           |            | 1    | 1     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Non-binary    |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Unknown       |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               | Aircraft Maintenance<br>Technician                  | 6           | F              | 1         | 0          | Male | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Female        |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Non-binary    |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Unknown       |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               | Flight Instruction Flight<br>Technology Administrat | 2           | H              | 1         | 0          | Male | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Female        |   |             |                |           |            | 1    | 1     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Non-binary    |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Unknown       |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               | Lead Aircraft<br>Maintenance<br>Technician          | 6           | H              | 1         | 0          | Male | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Female        |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Non-binary    |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Unknown       |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               | Project Coordinator                                 | 5           | H              | 1         | 0          | Male | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Female        |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Non-binary    |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Unknown       |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               | Director of the Aviation<br>Academy                 | 1           | K              | 1         | 0          | Male | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Female        |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Non-binary    |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Unknown       |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

Department: Aviation Academy

Manager Name: Rickert, Joshua

| Incl/<br>Excl | Job Title  | EEO<br>Code | Salary<br>Code | Total     |            |            | Total    | White    | Black    | Asian    | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown  |
|---------------|--|-------------|----------------|-----------|------------|------------|----------|----------|----------|----------|--------------------|----------|---------------------|-------------------------|----------|
|               |  |             |                | Employees | Minorities |            |          |          |          |          |                    |          |                     |                         |          |
|               | Faculty Instructor Flight<br>Technology Administrat    | 2           | L              | 2         | 0          | Male       | 2        | 2        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
| Female        |  |             |                |           |            | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
| Non-binary    |  |             |                |           |            | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
| Unknown       |  |             |                |           |            | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
|               | Faculty Instructor<br>Aviation Maintenance<br>Technici | 2           | L              | 3         | 0          | Male       | 3        | 3        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
| Female        |  |             |                |           |            | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
| Non-binary    |  |             |                |           |            | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
| Unknown       |  |             |                |           |            | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
| <b>Totals</b> |  |             |                | <b>11</b> | <b>0</b>   | Male       | <b>9</b> | <b>9</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |  |             |                |           | 0.00       | %          | 81.82    | 81.82    | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |  |             |                |           |            | Female     | <b>2</b> | <b>2</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |  |             |                |           |            | %          | 18.18    | 18.18    | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |  |             |                |           |            | Non-binary | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |  |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |  |             |                |           |            | Unknown    | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |  |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |

## Department: Business

Manager Name: Rehn, Christopher

| Incl/<br>Excl | Job Title                    | EEO<br>Code | Salary<br>Code | Total     |            |      | Total | White | Black | Asian | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown |
|---------------|------------------------------|-------------|----------------|-----------|------------|------|-------|-------|-------|-------|--------------------|----------|---------------------|-------------------------|---------|
|               |                              |             |                | Employees | Minorities |      |       |       |       |       |                    |          |                     |                         |         |
|               | Administrative<br>Specialist | 5           | E              | 1         | 0          | Male | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Female        |                              |             |                |           |            | 1    | 1     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
| Non-binary    |                              |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
| Unknown       |                              |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

Main

Department: Business

Manager Name: Rehn, Christopher

| Incl/<br>Excl | Job Title  | EEO<br>Code | Salary<br>Code | Total     |            |            | Total | White | Black | Asian | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown |
|---------------|--|-------------|----------------|-----------|------------|------------|-------|-------|-------|-------|--------------------|----------|---------------------|-------------------------|---------|
|               |  |             |                | Employees | Minorities |            |       |       |       |       |                    |          |                     |                         |         |
|               | Project Coordinator -<br>Lead                                    | 5           | G              | 1         | 0          | Male       | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Female     | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |  |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |  |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               | PT Credit Instructor<br>Business Core                            | 2           | J - K          | 4         | 0          | Male       | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Female     | 3     | 3     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |  |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |  |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               | Senior Instructional<br>Dean of Business,<br>Technology & Trades | 1           | L              | 1         | 0          | Male       | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Female     | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |  |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |  |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               | Faculty Instructor<br>Business General                           | 2           | L              | 5         | 0          | Male       | 3     | 3     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Female     | 2     | 2     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |  |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |  |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

Department: Business

Manager Name: Rehn, Christopher

| Incl/<br>Excl | Job Title                           | EEO<br>Code | Salary<br>Code | Total     |            |            | Total    | White    | Black      | Asian    | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown  |   |   |   |
|---------------|-------------------------------------|-------------|----------------|-----------|------------|------------|----------|----------|------------|----------|--------------------|----------|---------------------|-------------------------|----------|---|---|---|
|               |                                     |             |                | Employees | Minorities |            |          |          |            |          |                    |          |                     |                         |          |   |   |   |
|               | Faculty Instructor<br>Business Core | 2           | L              | 1         | 0          | Male       | 1        | 1        | 0          | 0        | 0                  | 0        | 0                   | 0                       | 0        |   |   |   |
|               |                                     |             |                |           |            |            |          | Female   | 0          | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0 | 0 |   |
|               |                                     |             |                |           |            |            |          |          | Non-binary | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0 | 0 | 0 |
|               |                                     |             |                |           |            |            |          |          | Unknown    | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0 | 0 | 0 |
| <b>Totals</b> |                                     |             |                | <b>13</b> | <b>0</b>   | Male       | <b>6</b> | <b>6</b> | <b>0</b>   | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |   |   |   |
|               |                                     |             |                |           | 0.00       | %          | 46.15    | 46.15    | 0.00       | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |   |   |   |
|               |                                     |             |                |           |            | Female     | <b>7</b> | <b>7</b> | <b>0</b>   | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |   |   |   |
|               |                                     |             |                |           |            | %          | 53.85    | 53.85    | 0.00       | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |   |   |   |
|               |                                     |             |                |           |            | Non-binary | <b>0</b> | <b>0</b> | <b>0</b>   | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |   |   |   |
|               |                                     |             |                |           |            | %          | 0.00     | 0.00     | 0.00       | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |   |   |   |
|               |                                     |             |                |           |            | Unknown    | <b>0</b> | <b>0</b> | <b>0</b>   | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |   |   |   |
|               |                                     |             |                |           |            | %          | 0.00     | 0.00     | 0.00       | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |   |   |   |

Department: Business Development Center

Manager Name: Killen, Robert

| Incl/<br>Excl | Job Title                           | EEO<br>Code | Salary<br>Code | Total     |            |      | Total | White  | Black      | Asian | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown |   |   |   |
|---------------|-------------------------------------|-------------|----------------|-----------|------------|------|-------|--------|------------|-------|--------------------|----------|---------------------|-------------------------|---------|---|---|---|
|               |                                     |             |                | Employees | Minorities |      |       |        |            |       |                    |          |                     |                         |         |   |   |   |
|               | Project Specialist 1 -<br>Bilingual | 5           | E              | 1         | 1          | Male | 1     | 0      | 0          | 0     | 0                  | 1        | 0                   | 0                       | 0       |   |   |   |
|               |                                     |             |                |           |            |      |       | Female | 0          | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 |   |
|               |                                     |             |                |           |            |      |       |        | Non-binary | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 | 0 |
|               |                                     |             |                |           |            |      |       |        | Unknown    | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 | 0 |
|               | Project Coordinator -<br>Lead       | 5           | I              | 1         | 0          | Male | 0     | 0      | 0          | 0     | 0                  | 0        | 0                   | 0                       | 0       |   |   |   |
|               |                                     |             |                |           |            |      |       | Female | 1          | 1     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 |   |
|               |                                     |             |                |           |            |      |       |        | Non-binary | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 | 0 |
|               |                                     |             |                |           |            |      |       |        | Unknown    | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 | 0 |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

Department: Business Development Center

Manager Name: Killen, Robert

| Incl/<br>Excl | Job Title                                       | EEO<br>Code | Salary<br>Code | Total     |            |            | Total    | White    | Black    | Asian    | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races |          |          |
|---------------|---|-------------|----------------|-----------|------------|------------|----------|----------|----------|----------|--------------------|----------|---------------------|-------------------------|----------|----------|
|               |   |             |                | Employees | Minorities |            |          |          |          |          |                    |          |                     | Unknown                 |          |          |
|               | SBDC Director                                   | 1           | K              | 1         | 0          | Male       | 1        | 1        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0        |
|               |   |             |                |           |            | Female     | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0        |
|               |   |             |                |           |            | Non-binary | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0        |
|               |   |             |                |           |            | Unknown    | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0        |
|               | Faculty Instructor BDC<br>& ET - Administration | 2           | L              | 1         | 0          | Male       | 1        | 1        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0        |
|               |   |             |                |           |            | Female     | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0        |
|               |   |             |                |           |            | Non-binary | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0        |
|               |   |             |                |           |            | Unknown    | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0        |
| <b>Totals</b> |   |             |                | <b>4</b>  | <b>1</b>   | Male       | <b>3</b> | <b>2</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>1</b> | <b>0</b>            | <b>0</b>                | <b>0</b> | <b>0</b> |
|               |   |             |                |           | 25.00      | %          | 75.00    | 50.00    | 0.00     | 0.00     | 0.00               | 25.00    | 0.00                | 0.00                    | 0.00     | 0.00     |
|               |   |             |                |           |            | Female     | <b>1</b> | <b>1</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> | <b>0</b> |
|               |   |             |                |           |            | %          | 25.00    | 25.00    | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     | 0.00     |
|               |   |             |                |           |            | Non-binary | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> | <b>0</b> |
|               |   |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     | 0.00     |
|               |   |             |                |           |            | Unknown    | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> | <b>0</b> |
|               |   |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     | 0.00     |

## Department: Career Pathways

Manager Name: Frei, Jennifer

| Incl/<br>Excl | Job Title                               | EEO<br>Code | Salary<br>Code | Total     |            |            | Total | White | Black | Asian | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races |   |   |
|---------------|---|-------------|----------------|-----------|------------|------------|-------|-------|-------|-------|--------------------|----------|---------------------|-------------------------|---|---|
|               |   |             |                | Employees | Minorities |            |       |       |       |       |                    |          |                     | Unknown                 |   |   |
|               | PT Administrative<br>Support Specialist | 5           | D              | 1         | 0          | Male       | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0 | 0 |
|               |   |             |                |           |            | Female     | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0 | 0 |
|               |   |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0 | 0 |
|               |   |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0 | 0 |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

Department: Career Pathways

Manager Name: Frei, Jennifer

| Incl/<br>Excl | Job Title  | EEO<br>Code | Salary<br>Code | Total     |            |      | Total | White | Black | Asian | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown |
|---------------|--|-------------|----------------|-----------|------------|------|-------|-------|-------|-------|--------------------|----------|---------------------|-------------------------|---------|
|               |  |             |                | Employees | Minorities |      |       |       |       |       |                    |          |                     |                         |         |
|               | PT Student Advisor 2                                     | 5           | E - F          | 3         | 0          | Male | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Female        |  |             |                |           |            | 3    | 3     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
| Non-binary    |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
| Unknown       |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
|               | Project Specialist 2                                     | 5           | E - G          | 3         | 1          | Male | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Female        |  |             |                |           |            | 2    | 1     | 0     | 0     | 0     | 1                  | 0        | 0                   |                         |         |
| Non-binary    |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
| Unknown       |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
|               | Project Specialist 2 -<br>Bilingual                      | 5           | F              | 1         | 1          | Male | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Female        |  |             |                |           |            | 1    | 0     | 0     | 1     | 0     | 0                  | 0        | 0                   |                         |         |
| Non-binary    |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
| Unknown       |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
|               | Project Coordinator -<br>Lead                            | 5           | G              | 1         | 0          | Male | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Female        |  |             |                |           |            | 1    | 1     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
| Non-binary    |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
| Unknown       |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
|               | PT Credit Instructor<br>Career Pathways<br>Administratio | 2           | G - J          | 3         | 1          | Male | 1     | 0     | 0     | 0     | 0                  | 0        | 0                   | 1                       | 0       |
| Female        |  |             |                |           |            | 2    | 2     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
| Non-binary    |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
| Unknown       |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
|               | Project Specialist 2 -<br>Lead                           | 5           | H              | 1         | 0          | Male | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Female        |  |             |                |           |            | 1    | 1     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
| Non-binary    |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
| Unknown       |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

Department: Career Pathways

Manager Name: Frei, Jennifer

| Incl/<br>Excl | Job Title  | EEO<br>Code | Salary<br>Code | Total     |            |            | Total     | White    | Black    | Asian    | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown  |  |  |  |
|---------------|--|-------------|----------------|-----------|------------|------------|-----------|----------|----------|----------|--------------------|----------|---------------------|-------------------------|----------|--|--|--|
|               |  |             |                | Employees | Minorities |            |           |          |          |          |                    |          |                     |                         |          |  |  |  |
|               | Faculty Instructor<br>Career Pathways<br>Administratio | 2           | L              | 2         | 1          | Male       | 1         | 1        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |  |  |  |
|               |  |             |                |           |            |            |           |          |          |          |                    |          |                     |                         |          |  |  |  |
|               |  |             |                |           |            |            |           |          |          |          |                    |          |                     |                         |          |  |  |  |
|               |  |             |                |           |            |            |           |          |          |          |                    |          |                     |                         |          |  |  |  |
| <b>Totals</b> |  |             |                | <b>15</b> | <b>4</b>   | Male       | <b>3</b>  | <b>2</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>1</b>                | <b>0</b> |  |  |  |
|               |  |             |                |           | 26.67      | %          | 20.00     | 13.33    | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 6.67                    | 0.00     |  |  |  |
|               |  |             |                |           |            | Female     | <b>12</b> | <b>9</b> | <b>0</b> | <b>1</b> | <b>0</b>           | <b>2</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |  |  |  |
|               |  |             |                |           |            | %          | 80.00     | 60.00    | 0.00     | 6.67     | 0.00               | 13.33    | 0.00                | 0.00                    | 0.00     |  |  |  |
|               |  |             |                |           |            | Non-binary | <b>0</b>  | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |  |  |  |
|               |  |             |                |           |            | %          | 0.00      | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |  |  |  |
|               |  |             |                |           |            | Unknown    | <b>0</b>  | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |  |  |  |
|               |  |             |                |           |            | %          | 0.00      | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |  |  |  |

Department: Center for Accessible Resource

Manager Name: Pritchard, Mandie

| Incl/<br>Excl | Job Title                       | EEO<br>Code | Salary<br>Code | Total     |            |      | Total | White | Black | Asian | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown |  |  |  |
|---------------|---------------------------------|-------------|----------------|-----------|------------|------|-------|-------|-------|-------|--------------------|----------|---------------------|-------------------------|---------|--|--|--|
|               |                                 |             |                | Employees | Minorities |      |       |       |       |       |                    |          |                     |                         |         |  |  |  |
|               | PT Administrative<br>Specialist | 5           | E              | 1         | 1          | Male | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |  |  |  |
|               |                                 |             |                |           |            |      |       |       |       |       |                    |          |                     |                         |         |  |  |  |
|               |                                 |             |                |           |            |      |       |       |       |       |                    |          |                     |                         |         |  |  |  |
|               |                                 |             |                |           |            |      |       |       |       |       |                    |          |                     |                         |         |  |  |  |
|               | Administrative<br>Specialist    | 5           | E - F          | 2         | 2          | Male | 1     | 0     | 0     | 0     | 0                  | 0        | 0                   | 1                       | 0       |  |  |  |
|               |                                 |             |                |           |            |      |       |       |       |       |                    |          |                     |                         |         |  |  |  |
|               |                                 |             |                |           |            |      |       |       |       |       |                    |          |                     |                         |         |  |  |  |
|               |                                 |             |                |           |            |      |       |       |       |       |                    |          |                     |                         |         |  |  |  |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

Department: Center for Accessible Resource

Manager Name: Pritchard, Mandie

| Incl/<br>Excl | Job Title                            | EEO<br>Code | Salary<br>Code | Total     |            |      | Total | White | Black | Asian | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown |
|---------------|--------------------------------------|-------------|----------------|-----------|------------|------|-------|-------|-------|-------|--------------------|----------|---------------------|-------------------------|---------|
|               |                                      |             |                | Employees | Minorities |      |       |       |       |       |                    |          |                     |                         |         |
|               | Accommodation<br>Specialist-Lead     | 5           | F              | 1         | 0          | Male | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Female        |                                      |             |                |           |            | 1    | 1     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
| Non-binary    |                                      |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
| Unknown       |                                      |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               | Project Coordinator -<br>Lead        | 5           | G              | 2         | 0          | Male | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Female        |                                      |             |                |           |            | 1    | 1     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
| Non-binary    |                                      |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
| Unknown       |                                      |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               | Project Coordinator -<br>Bilingual   | 5           | H              | 1         | 0          | Male | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Female        |                                      |             |                |           |            | 1    | 1     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
| Non-binary    |                                      |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
| Unknown       |                                      |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               | Interpreter - Hearing<br>Impaired    | 7           | H              | 1         | 0          | Male | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Female        |                                      |             |                |           |            | 1    | 1     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
| Non-binary    |                                      |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
| Unknown       |                                      |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               | PT Interpreter -<br>Hearing Impaired | 7           | I              | 1         | 0          | Male | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Female        |                                      |             |                |           |            | 1    | 1     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
| Non-binary    |                                      |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
| Unknown       |                                      |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

Department: Center for Accessible Resource

Manager Name: Pritchard, Mandie

| Incl/<br>Excl | Job Title  | EEO<br>Code | Salary<br>Code | Total     |            |            | Total    | White    | Black    | Asian    | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown  |  |  |  |
|---------------|--|-------------|----------------|-----------|------------|------------|----------|----------|----------|----------|--------------------|----------|---------------------|-------------------------|----------|--|--|--|
|               |  |             |                | Employees | Minorities |            |          |          |          |          |                    |          |                     |                         |          |  |  |  |
|               | Associate Dean for<br>C.A.R. & Testing<br>Services | 1           | J              | 1         | 1          | Male       | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |  |  |  |
|               |  |             |                |           |            |            |          |          |          |          |                    |          |                     |                         |          |  |  |  |
|               |  |             |                |           |            |            |          |          |          |          |                    |          |                     |                         |          |  |  |  |
|               |  |             |                |           |            |            |          |          |          |          |                    |          |                     |                         |          |  |  |  |
| <b>Totals</b> |  |             |                | <b>10</b> | <b>4</b>   | Male       | <b>2</b> | <b>1</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>1</b>                | <b>0</b> |  |  |  |
|               |  |             |                |           | 40.00      | %          | 20.00    | 10.00    | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 10.00                   | 0.00     |  |  |  |
|               |  |             |                |           |            | Female     | <b>8</b> | <b>5</b> | <b>0</b> | <b>1</b> | <b>1</b>           | <b>1</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |  |  |  |
|               |  |             |                |           |            | %          | 80.00    | 50.00    | 0.00     | 10.00    | 10.00              | 10.00    | 0.00                | 0.00                    | 0.00     |  |  |  |
|               |  |             |                |           |            | Non-binary | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |  |  |  |
|               |  |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |  |  |  |
|               |  |             |                |           |            | Unknown    | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |  |  |  |
|               |  |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |  |  |  |

Department: Child and Family Education

Manager Name: Henderson, Cheryl

| Incl/<br>Excl | Job Title  | EEO<br>Code | Salary<br>Code | Total     |            |      | Total | White | Black | Asian | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown |  |  |  |
|---------------|--|-------------|----------------|-----------|------------|------|-------|-------|-------|-------|--------------------|----------|---------------------|-------------------------|---------|--|--|--|
|               |  |             |                | Employees | Minorities |      |       |       |       |       |                    |          |                     |                         |         |  |  |  |
|               | Administrative Support<br>Specialist - Bilingual | 5           | D              | 1         | 1          | Male | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |  |  |  |
|               |  |             |                |           |            |      |       |       |       |       |                    |          |                     |                         |         |  |  |  |
|               |  |             |                |           |            |      |       |       |       |       |                    |          |                     |                         |         |  |  |  |
|               |  |             |                |           |            |      |       |       |       |       |                    |          |                     |                         |         |  |  |  |
|               | PT Early Childhood<br>Teacher                    | 7           | D - E          | 5         | 2          | Male | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |  |  |  |
|               |  |             |                |           |            |      |       |       |       |       |                    |          |                     |                         |         |  |  |  |
|               |  |             |                |           |            |      |       |       |       |       |                    |          |                     |                         |         |  |  |  |
|               |  |             |                |           |            |      |       |       |       |       |                    |          |                     |                         |         |  |  |  |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

Department: Child and Family Education

Manager Name: Henderson, Cheryl

| Incl/<br>Excl | Job Title                            | EEO<br>Code | Salary<br>Code | Total     |            |      | Total | White | Black | Asian | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown |
|---------------|--------------------------------------|-------------|----------------|-----------|------------|------|-------|-------|-------|-------|--------------------|----------|---------------------|-------------------------|---------|
|               |                                      |             |                | Employees | Minorities |      |       |       |       |       |                    |          |                     |                         |         |
|               | Early Childhood<br>Teacher           | 7           | D - F          | 10        | 2          | Male | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Female        |                                      |             |                |           |            | 9    | 7     | 0     | 1     | 1     | 0                  | 0        | 0                   | 0                       |         |
| Non-binary    |                                      |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
| Unknown       |                                      |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               | Financial Specialist 2               | 5           | E              | 1         | 0          | Male | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Female        |                                      |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
| Non-binary    |                                      |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
| Unknown       |                                      |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               | Project Specialist 1                 | 5           | E - F          | 5         | 1          | Male | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Female        |                                      |             |                |           |            | 5    | 4     | 0     | 0     | 0     | 0                  | 0        | 1                   | 0                       |         |
| Non-binary    |                                      |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
| Unknown       |                                      |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               | PT Food Service<br>Coordinator       | 7           | F              | 1         | 0          | Male | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Female        |                                      |             |                |           |            | 1    | 1     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
| Non-binary    |                                      |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
| Unknown       |                                      |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               | Food Service<br>Coordinator          | 7           | F              | 1         | 1          | Male | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Female        |                                      |             |                |           |            | 1    | 0     | 0     | 0     | 0     | 0                  | 0        | 1                   | 0                       |         |
| Non-binary    |                                      |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
| Unknown       |                                      |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               | Administrative<br>Coordinator - Lead | 5           | F              | 1         | 0          | Male | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Female        |                                      |             |                |           |            | 1    | 1     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
| Non-binary    |                                      |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
| Unknown       |                                      |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

Department: Child and Family Education

Manager Name: Henderson, Cheryl

| Incl/<br>Excl | Job Title            | EEO<br>Code | Salary<br>Code | Total     |            |            | Total     | White     | Black    | Asian    | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown  |
|---------------|----------------------|-------------|----------------|-----------|------------|------------|-----------|-----------|----------|----------|--------------------|----------|---------------------|-------------------------|----------|
|               |                      |             |                | Employees | Minorities |            |           |           |          |          |                    |          |                     |                         |          |
|               | Project Specialist 2 | 5           | F - G          | 4         | 0          | Male       | 0         | 0         | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |                      |             |                |           |            | Female     | 4         | 4         | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |                      |             |                |           |            | Non-binary | 0         | 0         | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |                      |             |                |           |            | Unknown    | 0         | 0         | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               | Project Coordinator  | 5           | H              | 1         | 0          | Male       | 0         | 0         | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |                      |             |                |           |            | Female     | 1         | 1         | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |                      |             |                |           |            | Non-binary | 0         | 0         | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |                      |             |                |           |            | Unknown    | 0         | 0         | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
| <b>Totals</b> |                      |             |                | <b>30</b> | <b>7</b>   | Male       | <b>2</b>  | <b>2</b>  | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |                      |             |                |           | 23.33      | %          | 6.67      | 6.67      | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |                      |             |                |           |            | Female     | <b>28</b> | <b>21</b> | <b>0</b> | <b>1</b> | <b>2</b>           | <b>1</b> | <b>0</b>            | <b>3</b>                | <b>0</b> |
|               |                      |             |                |           |            | %          | 93.33     | 70.00     | 0.00     | 3.33     | 6.67               | 3.33     | 0.00                | 10.00                   | 0.00     |
|               |                      |             |                |           |            | Non-binary | <b>0</b>  | <b>0</b>  | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |                      |             |                |           |            | %          | 0.00      | 0.00      | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |                      |             |                |           |            | Unknown    | <b>0</b>  | <b>0</b>  | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |                      |             |                |           |            | %          | 0.00      | 0.00      | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |

Department: College Finance

Manager Name: Holmes, Gregory

| Incl/<br>Excl | Job Title                        | EEO<br>Code | Salary<br>Code | Total     |            |            | Total | White | Black | Asian | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown |
|---------------|----------------------------------|-------------|----------------|-----------|------------|------------|-------|-------|-------|-------|--------------------|----------|---------------------|-------------------------|---------|
|               |                                  |             |                | Employees | Minorities |            |       |       |       |       |                    |          |                     |                         |         |
|               | Financial Specialist 2 -<br>Lead | 5           | F              | 1         | 0          | Male       | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |                                  |             |                |           |            | Female     | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |                                  |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |                                  |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

Department: College Finance

Manager Name: Holmes, Gregory

| Incl/<br>Excl | Job Title  | EEO<br>Code | Salary<br>Code | Total     |            |            | Total | White | Black | Asian | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown |   |   |
|---------------|--|-------------|----------------|-----------|------------|------------|-------|-------|-------|-------|--------------------|----------|---------------------|-------------------------|---------|---|---|
|               |  |             |                | Employees | Minorities |            |       |       |       |       |                    |          |                     |                         |         |   |   |
|               | Financial Specialist 2                                     | 5           | F              | 1         | 0          | Male       | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |   |   |
|               |  |             |                |           |            | Female     | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 |
|               |  |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 |
|               |  |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 |
|               | Project Coordinator  | 5           | F - H          | 2         | 0          | Male       | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |   |   |
|               |  |             |                |           |            | Female     | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |   |
|               |  |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |   |
|               |  |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |   |
|               | Financial Specialist 3 -<br>Lead - Bilingual               | 5           | G              | 1         | 1          | Male       | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |   |   |
|               |  |             |                |           |            | Female     | 1     | 0     | 0     | 1     | 0                  | 0        | 0                   | 0                       | 0       | 0 |   |
|               |  |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |   |
|               |  |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |   |
|               | Accountant   | 5           | G              | 1         | 0          | Male       | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |   |   |
|               |  |             |                |           |            | Female     | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |   |
|               |  |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |   |
|               |  |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |   |
|               | Project Coordinator -<br>Lead                              | 5           | H              | 1         | 1          | Male       | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |   |   |
|               |  |             |                |           |            | Female     | 1     | 0     | 0     | 1     | 0                  | 0        | 0                   | 0                       | 0       | 0 |   |
|               |  |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |   |
|               |  |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |   |
|               | Director of Student<br>Accounting & Accounts<br>Receivable | 1           | I              | 1         | 1          | Male       | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |   |   |
|               |  |             |                |           |            | Female     | 1     | 0     | 0     | 1     | 0                  | 0        | 0                   | 0                       | 0       | 0 |   |
|               |  |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |   |
|               |  |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |   |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

Department: College Finance  
 Manager Name: Holmes, Gregory

| Incl/<br>Excl | Job Title  | EEO<br>Code | Salary<br>Code | Total     |            |            | Total    | White    | Black    | Asian    | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown  |
|---------------|--|-------------|----------------|-----------|------------|------------|----------|----------|----------|----------|--------------------|----------|---------------------|-------------------------|----------|
|               |  |             |                | Employees | Minorities |            |          |          |          |          |                    |          |                     |                         |          |
|               | Contract and<br>Procurement Director                   | 1           | J              | 1         | 1          | Male       | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
| Female        |  |             |                |           |            | 1          | 0        | 0        | 1        | 0        | 0                  | 0        | 0                   | 0                       |          |
| Non-binary    |  |             |                |           |            | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
| Unknown       |  |             |                |           |            | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
|               | Associate Vice<br>President of Finance &<br>Accounting | 1           | L              | 1         | 0          | Male       | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
| Female        |  |             |                |           |            | 1          | 1        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
| Non-binary    |  |             |                |           |            | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
| Unknown       |  |             |                |           |            | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
| <b>Totals</b> |  |             |                | <b>10</b> | <b>4</b>   | Male       | <b>1</b> | <b>1</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |  |             |                |           | 40.00      | %          | 10.00    | 10.00    | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |  |             |                |           |            | Female     | <b>9</b> | <b>5</b> | <b>0</b> | <b>4</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |  |             |                |           |            | %          | 90.00    | 50.00    | 0.00     | 40.00    | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |  |             |                |           |            | Non-binary | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |  |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |  |             |                |           |            | Unknown    | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |  |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |

Department: College Finance-Accounts Recei  
 Manager Name: Holmes, Gregory

| Incl/<br>Excl | Job Title                        | EEO<br>Code | Salary<br>Code | Total     |            |      | Total | White | Black | Asian | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown |
|---------------|----------------------------------|-------------|----------------|-----------|------------|------|-------|-------|-------|-------|--------------------|----------|---------------------|-------------------------|---------|
|               |                                  |             |                | Employees | Minorities |      |       |       |       |       |                    |          |                     |                         |         |
|               | Financial Specialist 3 -<br>Lead | 5           | F              | 1         | 0          | Male | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Female        |                                  |             |                |           |            | 1    | 1     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
| Non-binary    |                                  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
| Unknown       |                                  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |

Incl - employee is included in this plan and department  
 Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

Department: College Finance-Accounts Recei

Manager Name: Holmes, Gregory

| Incl/<br>Excl | Job Title                             | EEO<br>Code | Salary<br>Code | Total     |            |            | Total    | White    | Black    | Asian    | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown  |
|---------------|---------------------------------------|-------------|----------------|-----------|------------|------------|----------|----------|----------|----------|--------------------|----------|---------------------|-------------------------|----------|
|               |                                       |             |                | Employees | Minorities |            |          |          |          |          |                    |          |                     |                         |          |
|               | Financial Specialist 3 -<br>Bilingual | 5           | F              | 1         | 1          | Male       | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |                                       |             |                |           |            | Female     | 1        | 0        | 0        | 1        | 0                  | 0        | 0                   | 0                       | 0        |
|               |                                       |             |                |           |            | Non-binary | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |                                       |             |                |           |            | Unknown    | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
| <b>Totals</b> |                                       |             |                | <b>2</b>  | <b>1</b>   | Male       | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |                                       |             |                |           | 50.00      | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |                                       |             |                |           |            | Female     | <b>2</b> | <b>1</b> | <b>0</b> | <b>1</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |                                       |             |                |           |            | %          | 100.00   | 50.00    | 0.00     | 50.00    | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |                                       |             |                |           |            | Non-binary | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |                                       |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |                                       |             |                |           |            | Unknown    | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |                                       |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

Department: College Services Office

Manager Name: Evans, Zachary

| Incl/<br>Excl | Job Title                            | EEO<br>Code | Salary<br>Code | Total     |            |            | Total    | White    | Black    | Asian    | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown  |  |  |  |
|---------------|--------------------------------------|-------------|----------------|-----------|------------|------------|----------|----------|----------|----------|--------------------|----------|---------------------|-------------------------|----------|--|--|--|
|               |                                      |             |                | Employees | Minorities |            |          |          |          |          |                    |          |                     |                         |          |  |  |  |
|               | Project Coordinator 2 -<br>Bilingual | 5           | H              | 1         | 1          | Male       | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |  |  |  |
|               |                                      |             |                |           |            |            |          |          |          |          |                    |          |                     |                         |          |  |  |  |
|               |                                      |             |                |           |            |            |          |          |          |          |                    |          |                     |                         |          |  |  |  |
|               |                                      |             |                |           |            |            |          |          |          |          |                    |          |                     |                         |          |  |  |  |
|               |                                      |             |                |           |            |            |          |          |          |          |                    |          |                     |                         |          |  |  |  |
| <b>Totals</b> |                                      |             |                | <b>1</b>  | <b>1</b>   | Male       | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |  |  |  |
|               |                                      |             |                |           | 100.00     | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |  |  |  |
|               |                                      |             |                |           |            | Female     | <b>1</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>1</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |  |  |  |
|               |                                      |             |                |           |            | %          | 100.00   | 0.00     | 0.00     | 0.00     | 0.00               | 100.00   | 0.00                | 0.00                    | 0.00     |  |  |  |
|               |                                      |             |                |           |            | Non-binary | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |  |  |  |
|               |                                      |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |  |  |  |
|               |                                      |             |                |           |            | Unknown    | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |  |  |  |
|               |                                      |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |  |  |  |

Department: Computer Information Technology

Manager Name: Rehn, Christopher

| Incl/<br>Excl | Job Title                               | EEO<br>Code | Salary<br>Code | Total     |            |      | Total | White | Black | Asian | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown |  |  |  |
|---------------|---|-------------|----------------|-----------|------------|------|-------|-------|-------|-------|--------------------|----------|---------------------|-------------------------|---------|--|--|--|
|               |   |             |                | Employees | Minorities |      |       |       |       |       |                    |          |                     |                         |         |  |  |  |
|               | PT Information<br>Technology Technician | 3           | F              | 1         | 0          | Male | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |  |  |  |
|               |   |             |                |           |            |      |       |       |       |       |                    |          |                     |                         |         |  |  |  |
|               |   |             |                |           |            |      |       |       |       |       |                    |          |                     |                         |         |  |  |  |
|               |   |             |                |           |            |      |       |       |       |       |                    |          |                     |                         |         |  |  |  |
|               |   |             |                |           |            |      |       |       |       |       |                    |          |                     |                         |         |  |  |  |
|               | PT Credit Instructor<br>Transfer        | 2           | K              | 8         | 1          | Male | 4     | 3     | 0     | 0     | 0                  | 0        | 0                   | 1                       | 0       |  |  |  |
|               |   |             |                |           |            |      |       |       |       |       |                    |          |                     |                         |         |  |  |  |
|               |   |             |                |           |            |      |       |       |       |       |                    |          |                     |                         |         |  |  |  |
|               |   |             |                |           |            |      |       |       |       |       |                    |          |                     |                         |         |  |  |  |
|               |   |             |                |           |            |      |       |       |       |       |                    |          |                     |                         |         |  |  |  |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

Department: Computer Information Technology

Manager Name: Rehn, Christopher

| Incl/<br>Excl | Job Title  | EEO<br>Code | Salary<br>Code | Total     |            |            | Total    | White    | Black    | Asian    | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown  |
|---------------|--|-------------|----------------|-----------|------------|------------|----------|----------|----------|----------|--------------------|----------|---------------------|-------------------------|----------|
|               |  |             |                | Employees | Minorities |            |          |          |          |          |                    |          |                     |                         |          |
|               | PT Credit Instructor<br>Business Core                  | 2           | K              | 1         | 1          | Male       | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
| Female        |  |             |                |           |            | 1          | 0        | 0        | 0        | 0        | 0                  | 0        | 1                   | 0                       |          |
| Non-binary    |  |             |                |           |            | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
| Unknown       |  |             |                |           |            | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
|               | Faculty Instructor<br>Computer Info<br>Technology Admi | 2           | L              | 2         | 0          | Male       | 1        | 1        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
| Female        |  |             |                |           |            | 1          | 1        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
| Non-binary    |  |             |                |           |            | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
| Unknown       |  |             |                |           |            | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
|               | Faculty Instructor<br>Transfer                         | 2           | L              | 3         | 1          | Male       | 1        | 1        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
| Female        |  |             |                |           |            | 2          | 1        | 0        | 1        | 0        | 0                  | 0        | 0                   | 0                       |          |
| Non-binary    |  |             |                |           |            | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
| Unknown       |  |             |                |           |            | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
| <b>Totals</b> |  |             |                | <b>15</b> | <b>3</b>   | Male       | <b>7</b> | <b>6</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>1</b>                | <b>0</b> |
|               |  |             |                |           | 20.00      | %          | 46.67    | 40.00    | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 6.67                    | 0.00     |
|               |  |             |                |           |            | Female     | <b>8</b> | <b>6</b> | <b>0</b> | <b>1</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>1</b>                | <b>0</b> |
|               |  |             |                |           |            | %          | 53.33    | 40.00    | 0.00     | 6.67     | 0.00               | 0.00     | 0.00                | 6.67                    | 0.00     |
|               |  |             |                |           |            | Non-binary | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |  |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |  |             |                |           |            | Unknown    | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |  |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

Department: Continuing Education

Manager Name: Vandenhende, Mark

| Incl/<br>Excl | Job Title                                   | EEO<br>Code | Salary<br>Code | Total     |            |            | Total    | White    | Black    | Asian    | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown  |
|---------------|---|-------------|----------------|-----------|------------|------------|----------|----------|----------|----------|--------------------|----------|---------------------|-------------------------|----------|
|               |   |             |                | Employees | Minorities |            |          |          |          |          |                    |          |                     |                         |          |
|               | Instructional<br>Coordinating Specialist    | 5           | F              | 1         | 0          | Male       | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
| Female        |   |             |                |           |            | 1          | 1        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
| Non-binary    |   |             |                |           |            | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
| Unknown       |   |             |                |           |            | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
|               | Director of the Senior<br>Companion Program | 1           | H              | 1         | 0          | Male       | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
| Female        |   |             |                |           |            | 1          | 1        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
| Non-binary    |   |             |                |           |            | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
| Unknown       |   |             |                |           |            | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
| <b>Totals</b> |   |             |                | <b>2</b>  | <b>0</b>   | Male       | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |   |             |                |           | 0.00       | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |   |             |                |           |            | Female     | <b>2</b> | <b>2</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |   |             |                |           |            | %          | 100.00   | 100.00   | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |   |             |                |           |            | Non-binary | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |   |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |   |             |                |           |            | Unknown    | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |   |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |

Department: Cooperative Education

Manager Name: Chin, Justin

| Incl/<br>Excl | Job Title           | EEO<br>Code | Salary<br>Code | Total     |            |      | Total | White | Black | Asian | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown |
|---------------|---------------------|-------------|----------------|-----------|------------|------|-------|-------|-------|-------|--------------------|----------|---------------------|-------------------------|---------|
|               |                     |             |                | Employees | Minorities |      |       |       |       |       |                    |          |                     |                         |         |
|               | Project Coordinator | 5           | G              | 1         | 0          | Male | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Female        |                     |             |                |           |            | 1    | 1     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
| Non-binary    |                     |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
| Unknown       |                     |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

Department: Cooperative Education

Manager Name: Chin, Justin

| Incl/<br>Excl | Job Title                               | EEO<br>Code | Salary<br>Code | Total     |            |            | Total    | White    | Black    | Asian    | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown  |
|---------------|---|-------------|----------------|-----------|------------|------------|----------|----------|----------|----------|--------------------|----------|---------------------|-------------------------|----------|
|               |   |             |                | Employees | Minorities |            |          |          |          |          |                    |          |                     |                         |          |
|               | PT Credit Instructor<br>Coop Ed General | 2           | K              | 1         | 0          | Male       | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |   |             |                |           |            | Female     | 1        | 1        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |   |             |                |           |            | Non-binary | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |   |             |                |           |            | Unknown    | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               | Faculty Instructor Coop<br>Ed General   | 2           | L              | 2         | 0          | Male       | 1        | 1        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |   |             |                |           |            | Female     | 1        | 1        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |   |             |                |           |            | Non-binary | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |   |             |                |           |            | Unknown    | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
| <b>Totals</b> |   |             |                | <b>4</b>  | <b>0</b>   | Male       | <b>1</b> | <b>1</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |   |             |                |           | 0.00       | %          | 25.00    | 25.00    | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |   |             |                |           |            | Female     | <b>3</b> | <b>3</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |   |             |                |           |            | %          | 75.00    | 75.00    | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |   |             |                |           |            | Non-binary | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |   |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |   |             |                |           |            | Unknown    | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |   |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

Department: Counseling and Career

Manager Name: Reeder, Jane

| Incl/<br>Excl | Job Title                                  | EEO<br>Code | Salary<br>Code | Total     |            |            | Total    | White    | Black    | Asian    | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown  |
|---------------|--|-------------|----------------|-----------|------------|------------|----------|----------|----------|----------|--------------------|----------|---------------------|-------------------------|----------|
|               |  |             |                | Employees | Minorities |            |          |          |          |          |                    |          |                     |                         |          |
|               | Faculty Counselor<br>Counseling and Career | 2           | L              | 4         | 3          | Male       | 1        | 0        | 0        | 1        | 0                  | 0        | 0                   | 0                       | 0        |
|               |  |             |                |           |            | Female     | 3        | 1        | 0        | 1        | 0                  | 1        | 0                   | 0                       | 0        |
|               |  |             |                |           |            | Non-binary | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |  |             |                |           |            | Unknown    | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
| <b>Totals</b> |  |             |                | <b>4</b>  | <b>3</b>   | Male       | <b>1</b> | <b>0</b> | <b>0</b> | <b>1</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |  |             |                |           | 75.00      | %          | 25.00    | 0.00     | 0.00     | 25.00    | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |  |             |                |           |            | Female     | <b>3</b> | <b>1</b> | <b>0</b> | <b>1</b> | <b>0</b>           | <b>1</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |  |             |                |           |            | %          | 75.00    | 25.00    | 0.00     | 25.00    | 0.00               | 25.00    | 0.00                | 0.00                    | 0.00     |
|               |  |             |                |           |            | Non-binary | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |  |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |  |             |                |           |            | Unknown    | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |  |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |

Department: Curriculum & Scheduling

Manager Name: Blaine, Patrick

| Incl/<br>Excl | Job Title                     | EEO<br>Code | Salary<br>Code | Total     |            |            | Total | White | Black | Asian | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown |
|---------------|-------------------------------|-------------|----------------|-----------|------------|------------|-------|-------|-------|-------|--------------------|----------|---------------------|-------------------------|---------|
|               |                               |             |                | Employees | Minorities |            |       |       |       |       |                    |          |                     |                         |         |
|               | Project Coordinator -<br>Lead | 5           | H              | 1         | 0          | Male       | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |                               |             |                |           |            | Female     | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |                               |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |                               |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

Department: Curriculum & Scheduling

Manager Name: Blaine, Patrick

| Incl/<br>Excl | Job Title                        | EEO<br>Code | Salary<br>Code | Total     |            |            | Total    | White    | Black    | Asian    | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown  |  |  |  |
|---------------|----------------------------------|-------------|----------------|-----------|------------|------------|----------|----------|----------|----------|--------------------|----------|---------------------|-------------------------|----------|--|--|--|
|               |                                  |             |                | Employees | Minorities |            |          |          |          |          |                    |          |                     |                         |          |  |  |  |
|               | Faculty Instructor<br>Assessment | 2           | L              | 1         | 0          | Male       | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |  |  |  |
|               |                                  |             |                |           |            |            |          |          |          |          |                    |          |                     |                         |          |  |  |  |
|               |                                  |             |                |           |            |            |          |          |          |          |                    |          |                     |                         |          |  |  |  |
|               |                                  |             |                |           |            |            |          |          |          |          |                    |          |                     |                         |          |  |  |  |
| <b>Totals</b> |                                  |             |                | <b>2</b>  | <b>0</b>   | Male       | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |  |  |  |
|               |                                  |             |                |           | 0.00       | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |  |  |  |
|               |                                  |             |                |           |            | Female     | <b>2</b> | <b>2</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |  |  |  |
|               |                                  |             |                |           |            | %          | 100.00   | 100.00   | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |  |  |  |
|               |                                  |             |                |           |            | Non-binary | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |  |  |  |
|               |                                  |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |  |  |  |
|               |                                  |             |                |           |            | Unknown    | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |  |  |  |
|               |                                  |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |  |  |  |

## Department: Custodial Services

| Incl/<br>Excl | Job Title    | EEO<br>Code | Salary<br>Code | Total     |            |            | Total  | White  | Black | Asian | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown |  |  |  |
|---------------|--------------|-------------|----------------|-----------|------------|------------|--------|--------|-------|-------|--------------------|----------|---------------------|-------------------------|---------|--|--|--|
|               |              |             |                | Employees | Minorities |            |        |        |       |       |                    |          |                     |                         |         |  |  |  |
|               | PT Custodian | 7           | D              | 3         | 0          | Male       | 1      | 1      | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |  |  |  |
|               |              |             |                |           |            |            |        |        |       |       |                    |          |                     |                         |         |  |  |  |
|               |              |             |                |           |            |            |        |        |       |       |                    |          |                     |                         |         |  |  |  |
|               |              |             |                |           |            |            |        |        |       |       |                    |          |                     |                         |         |  |  |  |
|               |              |             |                |           |            | Female     | 2      | 2      | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |  |  |  |
|               |              |             |                |           |            | %          | 100.00 | 100.00 | 0.00  | 0.00  | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00    |  |  |  |
|               |              |             |                |           |            | Non-binary | 0      | 0      | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |  |  |  |
|               |              |             |                |           |            | %          | 0.00   | 0.00   | 0.00  | 0.00  | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00    |  |  |  |
|               |              |             |                |           |            | Unknown    | 0      | 0      | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |  |  |  |
|               |              |             |                |           |            | %          | 0.00   | 0.00   | 0.00  | 0.00  | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00    |  |  |  |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

Main

Department: Custodial Services

| Incl/<br>Excl | Job Title | EEO<br>Code | Salary<br>Code | Total     |            |            | Total    | White    | Black    | Asian    | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races |          | Unknown  |
|---------------|-----------|-------------|----------------|-----------|------------|------------|----------|----------|----------|----------|--------------------|----------|---------------------|-------------------------|----------|----------|
|               |           |             |                | Employees | Minorities |            |          |          |          |          |                    |          |                     |                         |          |          |
|               | Custodian | 7           | D              | 1         | 0          | Male       | 1        | 1        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0        |
|               |           |             |                |           |            | Female     | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0        |
|               |           |             |                |           |            | Non-binary | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0        |
|               |           |             |                |           |            | Unknown    | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0        |
| <b>Totals</b> |           |             |                | <b>4</b>  | <b>0</b>   | Male       | <b>2</b> | <b>2</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> | <b>0</b> |
|               |           |             |                |           | 0.00       | %          | 50.00    | 50.00    | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     | 0.00     |
|               |           |             |                |           |            | Female     | <b>2</b> | <b>2</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> | <b>0</b> |
|               |           |             |                |           |            | %          | 50.00    | 50.00    | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     | 0.00     |
|               |           |             |                |           |            | Non-binary | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> | <b>0</b> |
|               |           |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     | 0.00     |
|               |           |             |                |           |            | Unknown    | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> | <b>0</b> |
|               |           |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     | 0.00     |

Department: English as a Second Language

Manager Name: Gates Tapia, Anna

| Incl/<br>Excl | Job Title                                | EEO<br>Code | Salary<br>Code | Total     |            |            | Total | White | Black | Asian | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races |   | Unknown |
|---------------|--|-------------|----------------|-----------|------------|------------|-------|-------|-------|-------|--------------------|----------|---------------------|-------------------------|---|---------|
|               |  |             |                | Employees | Minorities |            |       |       |       |       |                    |          |                     |                         |   |         |
|               | PT Student Services<br>Specialist        | 5           | D              | 2         | 1          | Male       | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0 | 0       |
|               |  |             |                |           |            | Female     | 1     | 0     | 0     | 0     | 0                  | 1        | 0                   | 0                       | 0 | 0       |
|               |  |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0 | 0       |
|               |  |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0 | 0       |
|               | Administrative<br>Specialist - Bilingual | 5           | E              | 1         | 1          | Male       | 1     | 0     | 0     | 0     | 0                  | 1        | 0                   | 0                       | 0 | 0       |
|               |  |             |                |           |            | Female     | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0 | 0       |
|               |  |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0 | 0       |
|               |  |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0 | 0       |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

Department: English as a Second Language

Manager Name: Gates Tapia, Anna

| Incl/<br>Excl | Job Title  | EEO<br>Code | Salary<br>Code | Total     |            |            | Total | White | Black | Asian | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown |
|---------------|--|-------------|----------------|-----------|------------|------------|-------|-------|-------|-------|--------------------|----------|---------------------|-------------------------|---------|
|               |  |             |                | Employees | Minorities |            |       |       |       |       |                    |          |                     |                         |         |
|               | Administrative<br>Coordinator                            | 5           | E              | 1         | 0          | Male       | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Female     | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |  |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |  |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               | PT Credit Instructor<br>ESL Administration               | 2           | H - K          | 12        | 2          | Male       | 3     | 3     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Female     | 9     | 7     | 1     | 0     | 0                  | 1        | 0                   | 0                       |         |
|               |  |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |  |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               | Project Coordinator-<br>Bilingual                        | 5           | I              | 1         | 1          | Male       | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Female     | 1     | 0     | 0     | 0     | 0                  | 1        | 0                   | 0                       |         |
|               |  |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |  |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               | PT Credit Instructor<br>Academic Learning<br>Skills - In | 2           | K              | 1         | 0          | Male       | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Female     | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |  |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |  |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               | Faculty Instructor ESL<br>Administration                 | 2           | L              | 4         | 0          | Male       | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Female     | 4     | 4     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |  |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |  |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

Department: English as a Second Language

Manager Name: Gates Tapia, Anna

| Incl/<br>Excl | Job Title   | EEO<br>Code | Salary<br>Code | Total     |            |            | Total     | White     | Black    | Asian    | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown  |   |
|---------------|---|-------------|----------------|-----------|------------|------------|-----------|-----------|----------|----------|--------------------|----------|---------------------|-------------------------|----------|---|
|               |   |             |                | Employees | Minorities |            |           |           |          |          |                    |          |                     |                         |          |   |
|               | Senior Instructional<br>Dean of College Career<br>Foundations | 1           | L              | 1         | 0          | Male       | 0         | 0         | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |   |
|               |   |             |                |           | Female     | 1          | 1         | 0         | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0 |
|               |   |             |                |           | Non-binary | 0          | 0         | 0         | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0 |
|               |   |             |                |           | Unknown    | 0          | 0         | 0         | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0 |
| <b>Totals</b> |   |             |                | <b>23</b> | <b>5</b>   | Male       | <b>5</b>  | <b>4</b>  | <b>0</b> | <b>0</b> | <b>0</b>           | <b>1</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |   |
|               |   |             |                |           | 21.74      | %          | 21.74     | 17.39     | 0.00     | 0.00     | 0.00               | 4.35     | 0.00                | 0.00                    | 0.00     |   |
|               |   |             |                |           |            | Female     | <b>18</b> | <b>14</b> | <b>1</b> | <b>0</b> | <b>0</b>           | <b>3</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |   |
|               |   |             |                |           |            | %          | 78.26     | 60.87     | 4.35     | 0.00     | 0.00               | 13.04    | 0.00                | 0.00                    | 0.00     |   |
|               |   |             |                |           |            | Non-binary | <b>0</b>  | <b>0</b>  | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |   |
|               |   |             |                |           |            | %          | 0.00      | 0.00      | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |   |
|               |   |             |                |           |            | Unknown    | <b>0</b>  | <b>0</b>  | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |   |
|               |   |             |                |           |            | %          | 0.00      | 0.00      | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |   |

Department: Enrollment Services

Manager Name: Whiting, Dawn

| Incl/<br>Excl | Job Title                            | EEO<br>Code | Salary<br>Code | Total     |            |      | Total | White | Black | Asian | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown |
|---------------|--------------------------------------|-------------|----------------|-----------|------------|------|-------|-------|-------|-------|--------------------|----------|---------------------|-------------------------|---------|
|               |                                      |             |                | Employees | Minorities |      |       |       |       |       |                    |          |                     |                         |         |
|               | Degree & Transcript<br>Evaluator 1   | 5           | F              | 2         | 0          | Male | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |                                      |             |                |           | Female     | 1    | 1     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |                                      |             |                |           | Non-binary | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |                                      |             |                |           | Unknown    | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               | Degree and Transcript<br>Evaluator 2 | 5           | G              | 1         | 0          | Male | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |                                      |             |                |           | Female     | 1    | 1     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |                                      |             |                |           | Non-binary | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |                                      |             |                |           | Unknown    | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

Department: Enrollment Services

Manager Name: Whiting, Dawn

| Incl/<br>Excl | Job Title                                   | EEO<br>Code | Salary<br>Code | Total     |            |      | Total | White | Black | Asian | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown |
|---------------|---|-------------|----------------|-----------|------------|------|-------|-------|-------|-------|--------------------|----------|---------------------|-------------------------|---------|
|               |   |             |                | Employees | Minorities |      |       |       |       |       |                    |          |                     |                         |         |
|               | Students First! Service Representative      | 5           | G - H          | 3         | 1          | Male | 2     | 1     | 0     | 0     | 0                  | 1        | 0                   | 0                       | 0       |
| Female        |   |             |                |           |            | 1    | 1     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
| Non-binary    |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
| Unknown       |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
|               | Project Coordinator                         | 5           | H              | 3         | 0          | Male | 2     | 2     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Female        |   |             |                |           |            | 1    | 1     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
| Non-binary    |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
| Unknown       |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
|               | Project Coordinator - Lead                  | 5           | I              | 2         | 0          | Male | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Female        |   |             |                |           |            | 2    | 2     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
| Non-binary    |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
| Unknown       |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
|               | Technology Analysis & Design Specialist - A | 3           | I              | 1         | 1          | Male | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Female        |   |             |                |           |            | 1    | 0     | 0     | 1     | 0     | 0                  | 0        | 0                   |                         |         |
| Non-binary    |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
| Unknown       |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

Main

Department: Enrollment Services

Manager Name: Whiting, Dawn

| Incl/<br>Excl | Job Title   | EEO<br>Code | Salary<br>Code | Total     |            |            | Total    | White    | Black      | Asian    | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown  |   |   |   |
|---------------|---|-------------|----------------|-----------|------------|------------|----------|----------|------------|----------|--------------------|----------|---------------------|-------------------------|----------|---|---|---|
|               |   |             |                | Employees | Minorities |            |          |          |            |          |                    |          |                     |                         |          |   |   |   |
|               | Associate Dean of<br>Enrollment<br>Management/Registrar | 1           | J              | 1         | 0          | Male       | 0        | 0        | 0          | 0        | 0                  | 0        | 0                   | 0                       | 0        |   |   |   |
|               |   |             |                |           |            |            |          |          |            |          |                    |          |                     |                         |          |   |   |   |
|               |   |             |                |           |            |            |          |          | Female     | 1        | 1                  | 0        | 0                   | 0                       | 0        | 0 | 0 | 0 |
|               |   |             |                |           |            |            |          |          | Non-binary | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0 | 0 | 0 |
|               |   |             |                |           |            |            |          |          | Unknown    | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0 | 0 | 0 |
| <b>Totals</b> |   |             |                | <b>13</b> | <b>2</b>   | Male       | <b>5</b> | <b>4</b> | <b>0</b>   | <b>0</b> | <b>0</b>           | <b>1</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |   |   |   |
|               |   |             |                |           | 15.38      | %          | 38.46    | 30.77    | 0.00       | 0.00     | 0.00               | 7.69     | 0.00                | 0.00                    | 0.00     |   |   |   |
|               |   |             |                |           |            | Female     | <b>8</b> | <b>7</b> | <b>0</b>   | <b>1</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |   |   |   |
|               |   |             |                |           |            | %          | 61.54    | 53.85    | 0.00       | 7.69     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |   |   |   |
|               |   |             |                |           |            | Non-binary | <b>0</b> | <b>0</b> | <b>0</b>   | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |   |   |   |
|               |   |             |                |           |            | %          | 0.00     | 0.00     | 0.00       | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |   |   |   |
|               |   |             |                |           |            | Unknown    | <b>0</b> | <b>0</b> | <b>0</b>   | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |   |   |   |
|               |   |             |                |           |            | %          | 0.00     | 0.00     | 0.00       | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |   |   |   |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

Department: Extended Learning

Manager Name: Vandenhende, Mark

| Incl/<br>Excl | Job Title                          | EEO<br>Code | Salary<br>Code | Total     |            |            | Total    | White    | Black    | Asian    | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown  |
|---------------|------------------------------------|-------------|----------------|-----------|------------|------------|----------|----------|----------|----------|--------------------|----------|---------------------|-------------------------|----------|
|               |                                    |             |                | Employees | Minorities |            |          |          |          |          |                    |          |                     |                         |          |
|               | Administrative<br>Coordinator-Lead | 5           | G              | 1         | 0          | Male       | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |                                    |             |                |           |            | Female     | 1        | 1        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |                                    |             |                |           |            | Non-binary | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |                                    |             |                |           |            | Unknown    | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
| <b>Totals</b> |                                    |             |                | <b>1</b>  | <b>0</b>   | Male       | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |                                    |             |                |           | 0.00       | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |                                    |             |                |           |            | Female     | <b>1</b> | <b>1</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |                                    |             |                |           |            | %          | 100.00   | 100.00   | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |                                    |             |                |           |            | Non-binary | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |                                    |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |                                    |             |                |           |            | Unknown    | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |                                    |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |

## Department: Facilities Mgmt & Planning

Manager Name: Hayward, Jennifer

| Incl/<br>Excl | Job Title                            | EEO<br>Code | Salary<br>Code | Total     |            |            | Total | White | Black | Asian | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown |
|---------------|--------------------------------------|-------------|----------------|-----------|------------|------------|-------|-------|-------|-------|--------------------|----------|---------------------|-------------------------|---------|
|               |                                      |             |                | Employees | Minorities |            |       |       |       |       |                    |          |                     |                         |         |
|               | PT Groundskeeper                     | 7           | D              | 1         | 0          | Male       | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |                                      |             |                |           |            | Female     | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |                                      |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |                                      |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               | Groundskeeper/Equip<br>ment Operator | 7           | D              | 1         | 0          | Male       | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |                                      |             |                |           |            | Female     | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |                                      |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |                                      |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

Department: Facilities Mgmt & Planning

Manager Name: Hayward, Jennifer

| Incl/<br>Excl | Job Title                                  | EEO<br>Code | Salary<br>Code | Total     |            |            | Total | White | Black | Asian | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown |
|---------------|--|-------------|----------------|-----------|------------|------------|-------|-------|-------|-------|--------------------|----------|---------------------|-------------------------|---------|
|               |  |             |                | Employees | Minorities |            |       |       |       |       |                    |          |                     |                         |         |
|               | PT Administrative<br>Support Specialist    | 5           | D              | 1         | 0          | Male       | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Female     | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |  |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |  |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               | PT Maintenance<br>Worker                   | 7           | D              | 1         | 0          | Male       | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Female     | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |  |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |  |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               | PT Custodian                               | 7           | D - E          | 3         | 0          | Male       | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Female     | 2     | 2     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |  |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |  |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               | PT<br>Groundskeeper/Equip<br>ment Operator | 7           | D - E          | 5         | 0          | Male       | 3     | 3     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Female     | 2     | 2     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |  |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |  |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               | Custodian                                  | 7           | D - E          | 11        | 3          | Male       | 5     | 3     | 0     | 1     | 0                  | 1        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Female     | 6     | 5     | 0     | 0     | 0                  | 1        | 0                   | 0                       |         |
|               |  |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |  |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               | PT Lead Custodian                          | 7           | E              | 1         | 0          | Male       | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Female     | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |  |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |  |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

Main

Department: Facilities Mgmt & Planning

Manager Name: Hayward, Jennifer

| Incl/<br>Excl | Job Title                                 | EEO<br>Code | Salary<br>Code | Total     |            |      | Total | White | Black | Asian | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown |   |   |   |
|---------------|---|-------------|----------------|-----------|------------|------|-------|-------|-------|-------|--------------------|----------|---------------------|-------------------------|---------|---|---|---|
|               |   |             |                | Employees | Minorities |      |       |       |       |       |                    |          |                     |                         |         |   |   |   |
|               | Painter                                   | 6           | F              | 1         | 0          | Male | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |   |   |
| Female        |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 |   |
| Non-binary    |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 | 0 |
| Unknown       |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 | 0 |
|               | Maintenance Worker                        | 7           | F              | 3         | 1          | Male | 3     | 2     | 0     | 0     | 1                  | 0        | 0                   | 0                       | 0       | 0 |   |   |
| Female        |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 |   |
| Non-binary    |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 | 0 |
| Unknown       |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 | 0 |
|               | Special Maintenance<br>Lead - Lead        | 7           | F              | 1         | 0          | Male | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |   |   |
| Female        |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 |   |
| Non-binary    |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 | 0 |
| Unknown       |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 | 0 |
|               | Administrative &<br>Technology Specialist | 5           | F              | 1         | 0          | Male | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |   |   |
| Female        |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 |   |
| Non-binary    |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 | 0 |
| Unknown       |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 | 0 |
|               | Facilities Specialist                     | 7           | F              | 1         | 1          | Male | 1     | 0     | 0     | 0     | 1                  | 0        | 0                   | 0                       | 0       | 0 |   |   |
| Female        |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 |   |
| Non-binary    |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 | 0 |
| Unknown       |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 | 0 |
|               | Project Coordinator                       | 5           | F              | 1         | 0          | Male | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |   |   |
| Female        |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 |   |
| Non-binary    |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 | 0 |
| Unknown       |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 | 0 |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

Department: Facilities Mgmt & Planning

Manager Name: Hayward, Jennifer

| Incl/<br>Excl | Job Title                               | EEO<br>Code | Salary<br>Code | Total     |            |            | Total | White | Black | Asian | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown |
|---------------|---|-------------|----------------|-----------|------------|------------|-------|-------|-------|-------|--------------------|----------|---------------------|-------------------------|---------|
|               |   |             |                | Employees | Minorities |            |       |       |       |       |                    |          |                     |                         |         |
|               | Special Maintenance<br>Lead             | 7           | F              | 1         | 0          | Male       | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |   |             |                |           |            | Female     | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |   |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |   |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               | Assistant Custodial<br>Services Manager | 1           | G              | 1         | 0          | Male       | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |   |             |                |           |            | Female     | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |   |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |   |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               | Carpenter                               | 6           | G              | 1         | 0          | Male       | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |   |             |                |           |            | Female     | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |   |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |   |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               | Lead Groundskeeper                      | 7           | G              | 1         | 0          | Male       | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |   |             |                |           |            | Female     | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |   |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |   |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               | Lead Painter                            | 6           | G              | 1         | 0          | Male       | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |   |             |                |           |            | Female     | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |   |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |   |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               | Lead Carpenter                          | 6           | G              | 1         | 0          | Male       | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |   |             |                |           |            | Female     | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |   |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |   |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

Department: Facilities Mgmt & Planning

Manager Name: Hayward, Jennifer

| Incl/<br>Excl | Job Title                               | EEO<br>Code | Salary<br>Code | Total     |            |      | Total | White | Black | Asian | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown |   |   |   |
|---------------|---|-------------|----------------|-----------|------------|------|-------|-------|-------|-------|--------------------|----------|---------------------|-------------------------|---------|---|---|---|
|               |   |             |                | Employees | Minorities |      |       |       |       |       |                    |          |                     |                         |         |   |   |   |
|               | Electrician                             | 6           | G              | 1         | 0          | Male | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |   |   |
| Female        |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 |   |
| Non-binary    |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 | 0 |
| Unknown       |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 | 0 |
|               | Custodial Services<br>Manager           | 1           | H              | 1         | 0          | Male | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |   |   |
| Female        |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 |   |
| Non-binary    |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 | 0 |
| Unknown       |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 | 0 |
|               | Project Coordinator 2                   | 5           | H - I          | 2         | 0          | Male | 2     | 2     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |   |   |
| Female        |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 |   |
| Non-binary    |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 | 0 |
| Unknown       |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 | 0 |
|               | Mechanical<br>Maintenance<br>Technician | 6           | I              | 1         | 0          | Male | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |   |   |
| Female        |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 |   |
| Non-binary    |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 | 0 |
| Unknown       |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 | 0 |
|               | Project Coordinator -<br>Lead           | 5           | I              | 1         | 0          | Male | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |   |   |
| Female        |   |             |                |           |            | 1    | 1     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 |   |
| Non-binary    |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 | 0 |
| Unknown       |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 | 0 |
|               | Project Coordinator 2 -<br>Lead         | 5           | I              | 1         | 1          | Male | 1     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 1       | 0 |   |   |
| Female        |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 |   |
| Non-binary    |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 | 0 |
| Unknown       |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 | 0 |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

Department: Facilities Mgmt & Planning

Manager Name: Hayward, Jennifer

| Incl/<br>Excl | Job Title  | EEO<br>Code | Salary<br>Code | Total     |            |            | Total | White | Black | Asian | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown |   |   |
|---------------|--|-------------|----------------|-----------|------------|------------|-------|-------|-------|-------|--------------------|----------|---------------------|-------------------------|---------|---|---|
|               |  |             |                | Employees | Minorities |            |       |       |       |       |                    |          |                     |                         |         |   |   |
|               | Lead Electrician   | 6           | J              | 1         | 0          | Male       | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |   |
|               |  |             |                |           |            | Female     | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 |
|               |  |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 |
|               |  |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 |
|               | Lead HVAC Technician   | 6           | J              | 1         | 0          | Male       | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |   |
|               |  |             |                |           |            | Female     | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 |
|               |  |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 |
|               |  |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 |
|               | Facility Planner 2 -<br>Lead                                 | 5           | J              | 1         | 0          | Male       | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |   |
|               |  |             |                |           |            | Female     | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 |
|               |  |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 |
|               |  |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 |
|               | Associate Director of<br>Facilities Management<br>& Planning | 1           | K              | 1         | 0          | Male       | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |   |
|               |  |             |                |           |            | Female     | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 |
|               |  |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 |
|               |  |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 |
|               | Capital Construction<br>Manager                              | 1           | L              | 1         | 0          | Male       | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |   |
|               |  |             |                |           |            | Female     | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 |
|               |  |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 |
|               |  |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

Department: Facilities Mgmt & Planning

Manager Name: Hayward, Jennifer

| Incl/<br>Excl | Job Title  | EEO<br>Code | Salary<br>Code | Total     |            |            | Total     | White     | Black      | Asian    | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown  |   |   |   |
|---------------|--|-------------|----------------|-----------|------------|------------|-----------|-----------|------------|----------|--------------------|----------|---------------------|-------------------------|----------|---|---|---|
|               |  |             |                | Employees | Minorities |            |           |           |            |          |                    |          |                     |                         |          |   |   |   |
|               | Director of Facilities<br>Management &<br>Planning | 1           | L              | 1         | 0          | Male       | 0         | 0         | 0          | 0        | 0                  | 0        | 0                   | 0                       | 0        |   |   |   |
|               |  |             |                |           |            |            |           | Female    | 1          | 1        | 0                  | 0        | 0                   | 0                       | 0        | 0 | 0 |   |
|               |  |             |                |           |            |            |           |           | Non-binary | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0 | 0 | 0 |
|               |  |             |                |           |            |            |           |           | Unknown    | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0 | 0 | 0 |
| <b>Totals</b> |  |             |                | <b>51</b> | <b>6</b>   | Male       | <b>37</b> | <b>32</b> | <b>0</b>   | <b>1</b> | <b>2</b>           | <b>1</b> | <b>0</b>            | <b>1</b>                | <b>0</b> |   |   |   |
|               |  |             |                |           | 11.76      | %          | 72.55     | 62.75     | 0.00       | 1.96     | 3.92               | 1.96     | 0.00                | 1.96                    | 0.00     |   |   |   |
|               |  |             |                |           |            | Female     | <b>14</b> | <b>13</b> | <b>0</b>   | <b>0</b> | <b>0</b>           | <b>1</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |   |   |   |
|               |  |             |                |           |            | %          | 27.45     | 25.49     | 0.00       | 0.00     | 0.00               | 1.96     | 0.00                | 0.00                    | 0.00     |   |   |   |
|               |  |             |                |           |            | Non-binary | <b>0</b>  | <b>0</b>  | <b>0</b>   | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |   |   |   |
|               |  |             |                |           |            | %          | 0.00      | 0.00      | 0.00       | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |   |   |   |
|               |  |             |                |           |            | Unknown    | <b>0</b>  | <b>0</b>  | <b>0</b>   | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |   |   |   |
|               |  |             |                |           |            | %          | 0.00      | 0.00      | 0.00       | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |   |   |   |

## Department: Financial Aid

Manager Name: Blade, Allison

| Incl/<br>Excl | Job Title                                 | EEO<br>Code | Salary<br>Code | Total     |            |      | Total | White  | Black      | Asian | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown |   |   |
|---------------|---|-------------|----------------|-----------|------------|------|-------|--------|------------|-------|--------------------|----------|---------------------|-------------------------|---------|---|---|
|               |   |             |                | Employees | Minorities |      |       |        |            |       |                    |          |                     |                         |         |   |   |
|               | Students First! Service<br>Representative | 5           | F - G          | 3         | 1          | Male | 2     | 2      | 0          | 0     | 0                  | 0        | 0                   | 0                       | 0       |   |   |
|               |   |             |                |           |            |      |       | Female | 1          | 0     | 0                  | 0        | 1                   | 0                       | 0       | 0 |   |
|               |   |             |                |           |            |      |       |        | Non-binary | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 |
|               |   |             |                |           |            |      |       |        | Unknown    | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 |
|               | Financial Aid Advisor                     | 5           | F - G          | 2         | 0          | Male | 0     | 0      | 0          | 0     | 0                  | 0        | 0                   | 0                       | 0       |   |   |
|               |   |             |                |           |            |      |       | Female | 2          | 2     | 0                  | 0        | 0                   | 0                       | 0       | 0 |   |
|               |   |             |                |           |            |      |       |        | Non-binary | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 |
|               |   |             |                |           |            |      |       |        | Unknown    | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

Department: Financial Aid

Manager Name: Blade, Allison

| Incl/<br>Excl | Job Title                       | EEO<br>Code | Salary<br>Code | Total     |            |      | Total | White | Black | Asian | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown |
|---------------|---------------------------------|-------------|----------------|-----------|------------|------|-------|-------|-------|-------|--------------------|----------|---------------------|-------------------------|---------|
|               |                                 |             |                | Employees | Minorities |      |       |       |       |       |                    |          |                     |                         |         |
|               | Project Specialist 2            | 5           | G              | 1         | 1          | Male | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Female        |                                 |             |                |           |            | 1    | 0     | 0     | 0     | 0     | 0                  | 0        | 1                   | 0                       |         |
| Non-binary    |                                 |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
| Unknown       |                                 |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               | PT Financial Aid<br>Advisor     | 5           | G              | 1         | 0          | Male | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Female        |                                 |             |                |           |            | 1    | 1     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
| Non-binary    |                                 |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
| Unknown       |                                 |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               | Project Coordinator -<br>Lead   | 5           | G - I          | 2         | 0          | Male | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Female        |                                 |             |                |           |            | 2    | 2     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
| Non-binary    |                                 |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
| Unknown       |                                 |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               | Financial Aid Advisor -<br>Lead | 5           | H              | 2         | 0          | Male | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Female        |                                 |             |                |           |            | 2    | 2     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
| Non-binary    |                                 |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
| Unknown       |                                 |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               | PT Project Coordinator          | 5           | I              | 1         | 0          | Male | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Female        |                                 |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
| Non-binary    |                                 |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
| Unknown       |                                 |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

Department: Financial Aid

Manager Name: Blade, Allison

| Incl/<br>Excl | Job Title                 | EEO<br>Code | Salary<br>Code | Total     |            |            | Total     | White    | Black    | Asian    | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown  |
|---------------|---------------------------|-------------|----------------|-----------|------------|------------|-----------|----------|----------|----------|--------------------|----------|---------------------|-------------------------|----------|
|               |                           |             |                | Employees | Minorities |            |           |          |          |          |                    |          |                     |                         |          |
|               | Director of Financial Aid | 1           | K              | 1         | 0          | Male       | 0         | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |                           |             |                |           |            | Female     | 1         | 1        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |                           |             |                |           |            | Non-binary | 0         | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |                           |             |                |           |            | Unknown    | 0         | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
| <b>Totals</b> |                           |             |                | <b>13</b> | <b>2</b>   | Male       | <b>3</b>  | <b>3</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |                           |             |                |           | 15.38      | %          | 23.08     | 23.08    | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |                           |             |                |           |            | Female     | <b>10</b> | <b>8</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>1</b> | <b>0</b>            | <b>1</b>                | <b>0</b> |
|               |                           |             |                |           |            | %          | 76.92     | 61.54    | 0.00     | 0.00     | 0.00               | 7.69     | 0.00                | 7.69                    | 0.00     |
|               |                           |             |                |           |            | Non-binary | <b>0</b>  | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |                           |             |                |           |            | %          | 0.00      | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |                           |             |                |           |            | Unknown    | <b>0</b>  | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |                           |             |                |           |            | %          | 0.00      | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |

Department: Florence Center

Manager Name: Pierson, Russell

| Incl/<br>Excl | Job Title                         | EEO<br>Code | Salary<br>Code | Total     |            |            | Total | White | Black | Asian | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown |
|---------------|-----------------------------------|-------------|----------------|-----------|------------|------------|-------|-------|-------|-------|--------------------|----------|---------------------|-------------------------|---------|
|               |                                   |             |                | Employees | Minorities |            |       |       |       |       |                    |          |                     |                         |         |
|               | PT Custodian                      | 7           | D              | 1         | 0          | Male       | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |                                   |             |                |           |            | Female     | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |                                   |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |                                   |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               | Administrative Support Specialist | 5           | E              | 1         | 0          | Male       | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |                                   |             |                |           |            | Female     | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |                                   |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |                                   |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

Department: Florence Center  
 Manager Name: Pierson, Russell

| Incl/<br>Excl | Job Title  | EEO<br>Code | Salary<br>Code | Total     |            |            | Total    | White    | Black    | Asian    | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown  |
|---------------|--|-------------|----------------|-----------|------------|------------|----------|----------|----------|----------|--------------------|----------|---------------------|-------------------------|----------|
|               |  |             |                | Employees | Minorities |            |          |          |          |          |                    |          |                     |                         |          |
|               | Project Coordinator -<br>Lead                        | 5           | H              | 1         | 0          | Male       | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
| Female        |  |             |                |           |            | 1          | 1        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
| Non-binary    |  |             |                |           |            | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
| Unknown       |  |             |                |           |            | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
|               | Dean of Humanities,<br>Florence and Cottage<br>Grove | 1           | L              | 1         | 0          | Male       | 1        | 1        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
| Female        |  |             |                |           |            | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
| Non-binary    |  |             |                |           |            | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
| Unknown       |  |             |                |           |            | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
| <b>Totals</b> |  |             |                | <b>4</b>  | <b>0</b>   | Male       | <b>2</b> | <b>2</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |  |             |                |           | 0.00       | %          | 50.00    | 50.00    | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |  |             |                |           |            | Female     | <b>2</b> | <b>2</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |  |             |                |           |            | %          | 50.00    | 50.00    | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |  |             |                |           |            | Non-binary | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |  |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |  |             |                |           |            | Unknown    | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |  |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |

Department: Gender Equity Center  
 Manager Name: Reeder, Jane

| Incl/<br>Excl | Job Title            | EEO<br>Code | Salary<br>Code | Total     |            |      | Total | White | Black | Asian | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown |
|---------------|----------------------|-------------|----------------|-----------|------------|------|-------|-------|-------|-------|--------------------|----------|---------------------|-------------------------|---------|
|               |                      |             |                | Employees | Minorities |      |       |       |       |       |                    |          |                     |                         |         |
|               | Project Specialist 2 | 5           | G              | 1         | 0          | Male | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Female        |                      |             |                |           |            | 1    | 1     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
| Non-binary    |                      |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
| Unknown       |                      |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |

Incl - employee is included in this plan and department  
 Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

Department: Gender Equity Center

Manager Name: Reeder, Jane

| Incl/<br>Excl | Job Title  | EEO<br>Code | Salary<br>Code | Total     |            |            | Total    | White    | Black    | Asian    | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown  |
|---------------|--|-------------|----------------|-----------|------------|------------|----------|----------|----------|----------|--------------------|----------|---------------------|-------------------------|----------|
|               |  |             |                | Employees | Minorities |            |          |          |          |          |                    |          |                     |                         |          |
|               | Faculty Counselor<br>Gender Equity Center<br>Admin | 2           | L              | 1         | 0          | Male       | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |  |             |                |           |            | Female     | 1        | 1        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |  |             |                |           |            | Non-binary | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |  |             |                |           |            | Unknown    | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
| <b>Totals</b> |  |             |                | <b>2</b>  | <b>0</b>   | Male       | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |  |             |                |           | 0.00       | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |  |             |                |           |            | Female     | <b>2</b> | <b>2</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |  |             |                |           |            | %          | 100.00   | 100.00   | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |  |             |                |           |            | Non-binary | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |  |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |  |             |                |           |            | Unknown    | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |  |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

Department: Grant Coordination

| Incl/<br>Excl | Job Title       | EEO<br>Code | Salary<br>Code | Total     |            |            | Total    | White    | Black    | Asian    | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races |          | Unknown  |
|---------------|-----------------|-------------|----------------|-----------|------------|------------|----------|----------|----------|----------|--------------------|----------|---------------------|-------------------------|----------|----------|
|               |                 |             |                | Employees | Minorities |            |          |          |          |          |                    |          |                     |                         |          |          |
|               | Grants Director | 1           | J              | 1         | 0          | Male       | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0        |
|               |                 |             |                |           |            | Female     | 1        | 1        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0        |
|               |                 |             |                |           |            | Non-binary | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0        |
|               |                 |             |                |           |            | Unknown    | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0        |
| <b>Totals</b> |                 |             |                | <b>1</b>  | <b>0</b>   | Male       | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> | <b>0</b> |
|               |                 |             |                |           | 0.00       | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     | 0.00     |
|               |                 |             |                |           |            | Female     | <b>1</b> | <b>1</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> | <b>0</b> |
|               |                 |             |                |           |            | %          | 100.00   | 100.00   | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     | 0.00     |
|               |                 |             |                |           |            | Non-binary | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> | <b>0</b> |
|               |                 |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     | 0.00     |
|               |                 |             |                |           |            | Unknown    | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> | <b>0</b> |
|               |                 |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     | 0.00     |

## Department: Health & PE

Manager Name: Miner, Jonathon

| Incl/<br>Excl | Job Title                      | EEO<br>Code | Salary<br>Code | Total     |            |            | Total | White | Black | Asian | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races |   | Unknown |
|---------------|--------------------------------|-------------|----------------|-----------|------------|------------|-------|-------|-------|-------|--------------------|----------|---------------------|-------------------------|---|---------|
|               |                                |             |                | Employees | Minorities |            |       |       |       |       |                    |          |                     |                         |   |         |
|               | PT Instructional<br>Specialist | 5           | D              | 2         | 0          | Male       | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0 | 0       |
|               |                                |             |                |           |            | Female     | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0 | 0       |
|               |                                |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0 | 0       |
|               |                                |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0 | 0       |
|               | Project Specialist 2           | 5           | G              | 1         | 0          | Male       | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0 | 0       |
|               |                                |             |                |           |            | Female     | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0 | 0       |
|               |                                |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0 | 0       |
|               |                                |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0 | 0       |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

Department: Health & PE

Manager Name: Miner, Jonathon

| Incl/<br>Excl | Job Title  | EEO<br>Code | Salary<br>Code | Total     |            |            | Total | White | Black | Asian | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown |   |
|---------------|--|-------------|----------------|-----------|------------|------------|-------|-------|-------|-------|--------------------|----------|---------------------|-------------------------|---------|---|
|               |  |             |                | Employees | Minorities |            |       |       |       |       |                    |          |                     |                         |         |   |
|               | PT Credit Instructor PE<br>- General                   | 2           | G - K          | 5         | 0          | Male       | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |
|               |  |             |                |           |            | Female     | 4     | 4     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |
|               |  |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |
|               |  |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |
|               | PT Credit Instructor<br>Athletic Conditioning          | 2           | H              | 1         | 0          | Male       | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |
|               |  |             |                |           |            | Female     | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |
|               |  |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |
|               |  |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |
|               | PT Credit Instructor<br>Fitness Lifetime<br>Specialist | 2           | H              | 1         | 0          | Male       | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |
|               |  |             |                |           |            | Female     | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |
|               |  |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |
|               |  |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |
|               | PT Credit Instructor<br>Health Professions<br>Admin    | 2           | I              | 1         | 1          | Male       | 1     | 0     | 0     | 0     | 0                  | 0        | 0                   | 1                       | 0       |   |
|               |  |             |                |           |            | Female     | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |   |
|               |  |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |   |
|               |  |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |   |
|               | PT Credit Instructor<br>Health                         | 2           | K              | 3         | 0          | Male       | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |   |
|               |  |             |                |           |            | Female     | 3     | 3     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |   |
|               |  |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |   |
|               |  |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |   |
|               | Faculty Instructor PE -<br>General                     | 2           | L              | 3         | 1          | Male       | 2     | 1     | 0     | 0     | 0                  | 1        | 0                   | 0                       | 0       |   |
|               |  |             |                |           |            | Female     | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |   |
|               |  |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |   |
|               |  |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |   |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

Department: Health & PE

Manager Name: Miner, Jonathon

| Incl/<br>Excl | Job Title                    | EEO<br>Code | Salary<br>Code | Total      |            |            | Total     | White     | Black    | Asian    | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races |          | Unknown |   |
|---------------|------------------------------|-------------|----------------|------------|------------|------------|-----------|-----------|----------|----------|--------------------|----------|---------------------|-------------------------|----------|---------|---|
|               |                              |             |                | Employees  | Minorities |            |           |           |          |          |                    |          |                     |                         |          |         |   |
|               | Faculty Instructor<br>Health | 2           | L              | 2          | 0          | Male       | 0         | 0         | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0       |   |
|               |                              |             |                | Female     | 2          | 2          | 0         | 0         | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0       |   |
|               |                              |             |                | Non-binary | 0          | 0          | 0         | 0         | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0       | 0 |
|               |                              |             |                | Unknown    | 0          | 0          | 0         | 0         | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0       | 0 |
| <b>Totals</b> |                              |             |                | <b>19</b>  | <b>2</b>   | Male       | <b>6</b>  | <b>4</b>  | <b>0</b> | <b>0</b> | <b>0</b>           | <b>1</b> | <b>0</b>            | <b>1</b>                | <b>0</b> |         |   |
|               |                              |             |                |            | 10.53      | %          | 31.58     | 21.05     | 0.00     | 0.00     | 0.00               | 5.26     | 0.00                | 5.26                    | 0.00     |         |   |
|               |                              |             |                |            |            | Female     | <b>13</b> | <b>13</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |         |   |
|               |                              |             |                |            |            | %          | 68.42     | 68.42     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |         |   |
|               |                              |             |                |            |            | Non-binary | <b>0</b>  | <b>0</b>  | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |         |   |
|               |                              |             |                |            |            | %          | 0.00      | 0.00      | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |         |   |
|               |                              |             |                |            |            | Unknown    | <b>0</b>  | <b>0</b>  | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |         |   |
|               |                              |             |                |            |            | %          | 0.00      | 0.00      | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |         |   |

## Department: Health Clinic

Manager Name: Greene, Laura

| Incl/<br>Excl | Job Title                               | EEO<br>Code | Salary<br>Code | Total      |            |      | Total | White | Black | Asian | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races |   | Unknown |
|---------------|---|-------------|----------------|------------|------------|------|-------|-------|-------|-------|--------------------|----------|---------------------|-------------------------|---|---------|
|               |   |             |                | Employees  | Minorities |      |       |       |       |       |                    |          |                     |                         |   |         |
|               | PT Administrative<br>Support Specialist | 5           | D              | 1          | 0          | Male | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0 |         |
|               |   |             |                | Female     | 1          | 1    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0 |         |
|               |   |             |                | Non-binary | 0          | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0 |         |
|               |   |             |                | Unknown    | 0          | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0 |         |
|               | Medical Office<br>Assistant             | 5           | F              | 2          | 0          | Male | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0 |         |
|               |   |             |                | Female     | 2          | 2    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0 |         |
|               |   |             |                | Non-binary | 0          | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0 |         |
|               |   |             |                | Unknown    | 0          | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0 |         |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

Department: Health Clinic

Manager Name: Greene, Laura

| Incl/<br>Excl | Job Title                                  | EEO<br>Code | Salary<br>Code | Total     |            |            | Total    | White    | Black    | Asian    | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown  |
|---------------|--|-------------|----------------|-----------|------------|------------|----------|----------|----------|----------|--------------------|----------|---------------------|-------------------------|----------|
|               |  |             |                | Employees | Minorities |            |          |          |          |          |                    |          |                     |                         |          |
|               | Administrative Medical<br>Office Assistant | 5           | F              | 1         | 0          | Male       | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |  |             |                |           |            | Female     | 1        | 1        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |  |             |                |           |            | Non-binary | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |  |             |                |           |            | Unknown    | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               | Administrative<br>Specialist               | 5           | F              | 1         | 0          | Male       | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |  |             |                |           |            | Female     | 1        | 1        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |  |             |                |           |            | Non-binary | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |  |             |                |           |            | Unknown    | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               | Health Clinic Director                     | 1           | K              | 1         | 0          | Male       | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |  |             |                |           |            | Female     | 1        | 1        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |  |             |                |           |            | Non-binary | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |  |             |                |           |            | Unknown    | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               | Faculty Nurse Health<br>Clinic Admin       | 2           | L              | 2         | 0          | Male       | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |  |             |                |           |            | Female     | 2        | 2        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |  |             |                |           |            | Non-binary | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |  |             |                |           |            | Unknown    | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
| <b>Totals</b> |  |             |                | <b>8</b>  | <b>0</b>   | Male       | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |  |             | %              |           |            | 0.00       | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    |          |
|               |  |             | Female         |           |            | <b>8</b>   | <b>8</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                |          |
|               |  |             | %              |           |            | 100.00     | 100.00   | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    |          |
|               |  |             | Non-binary     |           |            | <b>0</b>   | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                |          |
|               |  |             | %              |           |            | 0.00       | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    |          |
|               |  |             | Unknown        |           |            | <b>0</b>   | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                |          |
|               |  |             | %              |           |            | 0.00       | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    |          |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

Department: Health Professions

Manager Name: Miner, Jonathon

| Incl/<br>Excl | Job Title                                 | EEO<br>Code | Salary<br>Code | Total     |            |            | Total | White | Black | Asian | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown |   |   |   |
|---------------|---|-------------|----------------|-----------|------------|------------|-------|-------|-------|-------|--------------------|----------|---------------------|-------------------------|---------|---|---|---|
|               |   |             |                | Employees | Minorities |            |       |       |       |       |                    |          |                     |                         |         |   |   |   |
|               | PT Administrative<br>Support Specialist   | 5           | D - E          | 6         | 1          | Male       | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |   |   |
|               |   |             |                |           |            | Female     | 5     | 4     | 0     | 1     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 |   |
|               |   |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 | 0 |
|               |   |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 | 0 |
|               | PT Project Specialist 1                   | 5           | E - F          | 3         | 1          | Male       | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |   |   |
|               |   |             |                |           |            | Female     | 2     | 1     | 0     | 1     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 |   |
|               |   |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 | 0 |
|               |   |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 | 0 |
|               | Administrative Support<br>Specialist-Lead | 5           | F              | 1         | 1          | Male       | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |   |   |
|               |   |             |                |           |            | Female     | 1     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 1       | 0 |   |   |
|               |   |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 |   |
|               |   |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 |   |
|               | Project Specialist 2                      | 5           | F - G          | 4         | 0          | Male       | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |   |   |
|               |   |             |                |           |            | Female     | 3     | 3     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 |   |
|               |   |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 |   |
|               |   |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 |   |
|               | Project Coordinator -<br>Lead             | 5           | G              | 1         | 0          | Male       | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |   |   |
|               |   |             |                |           |            | Female     | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 |   |
|               |   |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 |   |
|               |   |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 |   |
|               | Project Specialist 1                      | 5           | G              | 1         | 0          | Male       | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |   |   |
|               |   |             |                |           |            | Female     | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 |   |
|               |   |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 |   |
|               |   |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 |   |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

Department: Health Professions

Manager Name: Miner, Jonathon

| Incl/<br>Excl | Job Title   | EEO<br>Code | Salary<br>Code | Total     |            |            | Total | White | Black | Asian | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown |
|---------------|---|-------------|----------------|-----------|------------|------------|-------|-------|-------|-------|--------------------|----------|---------------------|-------------------------|---------|
|               |   |             |                | Employees | Minorities |            |       |       |       |       |                    |          |                     |                         |         |
|               | PT Credit Instructor<br>EMT                           | 2           | G - K          | 15        | 2          | Male       | 8     | 7     | 0     | 0     | 1                  | 0        | 0                   | 0                       | 0       |
|               |   |             |                |           |            | Female     | 7     | 6     | 0     | 0     | 0                  | 0        | 1                   | 0                       |         |
|               |   |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |   |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               | Project Coordinator                                   | 5           | H              | 1         | 1          | Male       | 1     | 0     | 0     | 1     | 0                  | 0        | 0                   | 0                       | 0       |
|               |   |             |                |           |            | Female     | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |   |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |   |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               | Administrative &<br>Technology Specialist -<br>Lead   | 5           | H              | 1         | 0          | Male       | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |   |             |                |           |            | Female     | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |   |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |   |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               | PT Project Coordinator                                | 5           | H              | 1         | 0          | Male       | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |   |             |                |           |            | Female     | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |   |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |   |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               | PT Credit Instructor<br>Dental Hygiene                | 2           | H - K          | 9         | 2          | Male       | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |   |             |                |           |            | Female     | 9     | 7     | 0     | 0     | 0                  | 0        | 0                   | 2                       | 0       |
|               |   |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |   |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               | PT Credit Instructor<br>Physical Therapy<br>Assistant | 2           | H - K          | 4         | 0          | Male       | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |   |             |                |           |            | Female     | 3     | 3     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |   |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |   |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

Department: Health Professions

Manager Name: Miner, Jonathon

| Incl/<br>Excl | Job Title  | EEO<br>Code | Salary<br>Code | Total     |            |            | Total | White | Black | Asian | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown |
|---------------|--|-------------|----------------|-----------|------------|------------|-------|-------|-------|-------|--------------------|----------|---------------------|-------------------------|---------|
|               |  |             |                | Employees | Minorities |            |       |       |       |       |                    |          |                     |                         |         |
|               | PT Credit Instructor<br>Associate Degree<br>Nursing      | 2           | I              | 1         | 0          | Male       | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Female     | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |  |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |  |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               | PT Credit Instructor<br>Health Information<br>Management | 2           | I              | 1         | 0          | Male       | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Female     | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |  |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |  |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               | PT Credit Instructor<br>Nutrition                        | 2           | I - K          | 3         | 0          | Male       | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Female     | 3     | 2     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 1       |
|               |  |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |  |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               | PT Credit Instructor<br>Dental Assisting                 | 2           | I - K          | 2         | 1          | Male       | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Female     | 2     | 1     | 0     | 0     | 0                  | 1        | 0                   | 0                       |         |
|               |  |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |  |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               | PT Credit Instructor<br>Medical Office<br>Assistant      | 2           | I - K          | 3         | 2          | Male       | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Female     | 3     | 1     | 0     | 0     | 0                  | 1        | 0                   | 1                       | 0       |
|               |  |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |  |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               | Project Coordinator 2                                    | 5           | J              | 1         | 0          | Male       | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Female     | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |  |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |  |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

Department: Health Professions

Manager Name: Miner, Jonathon

| Incl/<br>Excl | Job Title  | EEO<br>Code | Salary<br>Code | Total     |            |            | Total | White | Black | Asian | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown |
|---------------|--|-------------|----------------|-----------|------------|------------|-------|-------|-------|-------|--------------------|----------|---------------------|-------------------------|---------|
|               |  |             |                | Employees | Minorities |            |       |       |       |       |                    |          |                     |                         |         |
|               | PT Credit Instructor<br>Health Professions<br>Admin                | 2           | K              | 2         | 0          | Male       | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Female     | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               | Associate Dean of<br>Health Professions /<br>Health & PE / Nursing | 1           | K              | 1         | 0          | Male       | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Female     | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               | Faculty Instructor EMT   | 2           | L              | 4         | 0          | Male       | 4     | 4     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Female     | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               | Faculty Instructor<br>Associate Degree<br>Nursing                  | 2           | L              | 25        | 2          | Male       | 6     | 6     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Female     | 19    | 17    | 1     | 0     | 0                  | 0        | 0                   | 1                       | 0       |
|               |  |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               | Senior Instructional<br>Dean of Health<br>Professions and Health   | 1           | L              | 1         | 0          | Male       | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Female     | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               | Faculty Instructor<br>Dental Hygiene                               | 2           | L              | 4         | 1          | Male       | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Female     | 4     | 3     | 0     | 0     | 0                  | 1        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

Department: Health Professions

Manager Name: Miner, Jonathon

| Incl/<br>Excl | Job Title  | EEO<br>Code | Salary<br>Code | Total     |            |            | Total | White | Black | Asian | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown |
|---------------|--|-------------|----------------|-----------|------------|------------|-------|-------|-------|-------|--------------------|----------|---------------------|-------------------------|---------|
|               |  |             |                | Employees | Minorities |            |       |       |       |       |                    |          |                     |                         |         |
|               | Faculty Instructor<br>Health Information<br>Management | 2           | L              | 2         | 0          | Male       | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Female     | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |  |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |  |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               | Faculty Instructor<br>Dental Assisting                 | 2           | L              | 2         | 0          | Male       | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Female     | 2     | 2     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |  |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |  |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               | Faculty Instructor<br>Health Professions<br>Admin      | 2           | L              | 1         | 0          | Male       | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Female     | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |  |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |  |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               | Faculty Instructor<br>Physical Therapy<br>Assistant    | 2           | L              | 3         | 0          | Male       | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Female     | 2     | 2     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |  |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |  |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               | Faculty Instructor<br>Medical Office<br>Assistant      | 2           | L              | 1         | 0          | Male       | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Female     | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |  |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |  |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

Department: Health Professions

Manager Name: Miner, Jonathon

| Incl/<br>Excl | Job Title                       | EEO<br>Code | Salary<br>Code | Total      |            |            | Total     | White     | Black      | Asian    | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown  |   |   |   |
|---------------|---------------------------------|-------------|----------------|------------|------------|------------|-----------|-----------|------------|----------|--------------------|----------|---------------------|-------------------------|----------|---|---|---|
|               |                                 |             |                | Employees  | Minorities |            |           |           |            |          |                    |          |                     |                         |          |   |   |   |
|               | Faculty Instructor<br>Nutrition | 2           | L              | 1          | 0          | Male       | 0         | 0         | 0          | 0        | 0                  | 0        | 0                   | 0                       | 0        |   |   |   |
|               |                                 |             |                |            |            |            |           | Female    | 1          | 1        | 0                  | 0        | 0                   | 0                       | 0        | 0 | 0 |   |
|               |                                 |             |                |            |            |            |           |           | Non-binary | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0 | 0 | 0 |
|               |                                 |             |                |            |            |            |           |           | Unknown    | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0 | 0 | 0 |
| <b>Totals</b> |                                 |             |                | <b>105</b> | <b>14</b>  | Male       | <b>28</b> | <b>26</b> | <b>0</b>   | <b>1</b> | <b>1</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |   |   |   |
|               |                                 |             |                |            | 13.33      | %          | 26.67     | 24.76     | 0.00       | 0.95     | 0.95               | 0.00     | 0.00                | 0.00                    | 0.00     |   |   |   |
|               |                                 |             |                |            |            | Female     | <b>77</b> | <b>64</b> | <b>1</b>   | <b>2</b> | <b>0</b>           | <b>3</b> | <b>0</b>            | <b>6</b>                | <b>1</b> |   |   |   |
|               |                                 |             |                |            |            | %          | 73.33     | 60.95     | 0.95       | 1.90     | 0.00               | 2.86     | 0.00                | 5.71                    | 0.95     |   |   |   |
|               |                                 |             |                |            |            | Non-binary | <b>0</b>  | <b>0</b>  | <b>0</b>   | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |   |   |   |
|               |                                 |             |                |            |            | %          | 0.00      | 0.00      | 0.00       | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |   |   |   |
|               |                                 |             |                |            |            | Unknown    | <b>0</b>  | <b>0</b>  | <b>0</b>   | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |   |   |   |
|               |                                 |             |                |            |            | %          | 0.00      | 0.00      | 0.00       | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |   |   |   |

## Department: High School Connections

Manager Name: Chin, Justin

| Incl/<br>Excl | Job Title                                 | EEO<br>Code | Salary<br>Code | Total     |            |      | Total | White  | Black      | Asian | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown |   |   |   |
|---------------|---|-------------|----------------|-----------|------------|------|-------|--------|------------|-------|--------------------|----------|---------------------|-------------------------|---------|---|---|---|
|               |   |             |                | Employees | Minorities |      |       |        |            |       |                    |          |                     |                         |         |   |   |   |
|               | Student Advisor 2 -<br>Lead               | 5           | F              | 1         | 0          | Male | 0     | 0      | 0          | 0     | 0                  | 0        | 0                   | 0                       | 0       |   |   |   |
|               |   |             |                |           |            |      |       | Female | 1          | 1     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 |   |
|               |   |             |                |           |            |      |       |        | Non-binary | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 | 0 |
|               |   |             |                |           |            |      |       |        | Unknown    | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 | 0 |
|               | Administrative &<br>Technology Specialist | 5           | G              | 1         | 0          | Male | 0     | 0      | 0          | 0     | 0                  | 0        | 0                   | 0                       | 0       |   |   |   |
|               |   |             |                |           |            |      |       | Female | 1          | 1     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 |   |
|               |   |             |                |           |            |      |       |        | Non-binary | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 | 0 |
|               |   |             |                |           |            |      |       |        | Unknown    | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 | 0 |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

Department: High School Connections

Manager Name: Chin, Justin

| Incl/<br>Excl | Job Title  | EEO<br>Code | Salary<br>Code | Total     |            |            | Total    | White    | Black    | Asian    | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown  |          |
|---------------|--|-------------|----------------|-----------|------------|------------|----------|----------|----------|----------|--------------------|----------|---------------------|-------------------------|----------|----------|
|               |  |             |                | Employees | Minorities |            |          |          |          |          |                    |          |                     |                         |          |          |
|               | PT Credit Instructor<br>High School<br>Connections | 2           | I - J          | 3         | 0          | Male       | 1        | 1        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0        |
| Female        |  |             |                |           |            | 2          | 2        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0        |
| Non-binary    |  |             |                |           |            | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0        |
| Unknown       |  |             |                |           |            | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0        |
| <b>Totals</b> |  |             |                | <b>5</b>  | <b>0</b>   | Male       | <b>1</b> | <b>1</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> | <b>0</b> |
|               |  |             |                |           | 0.00       | %          | 20.00    | 20.00    | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     | 0.00     |
|               |  |             |                |           |            | Female     | <b>4</b> | <b>4</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> | <b>0</b> |
|               |  |             |                |           |            | %          | 80.00    | 80.00    | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     | 0.00     |
|               |  |             |                |           |            | Non-binary | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> | <b>0</b> |
|               |  |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     | 0.00     |
|               |  |             |                |           |            | Unknown    | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> | <b>0</b> |
|               |  |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     | 0.00     |

Department: Human Resources

Manager Name: Turner, Michael

| Incl/<br>Excl | Job Title                     | EEO<br>Code | Salary<br>Code | Total     |            |      | Total | White | Black | Asian | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown |   |
|---------------|-------------------------------|-------------|----------------|-----------|------------|------|-------|-------|-------|-------|--------------------|----------|---------------------|-------------------------|---------|---|
|               |                               |             |                | Employees | Minorities |      |       |       |       |       |                    |          |                     |                         |         |   |
|               | HR Analyst 1                  | 5           | F              | 1         | 0          | Male | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |
| Female        |                               |             |                |           |            | 1    | 1     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |   |
| Non-binary    |                               |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |   |
| Unknown       |                               |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |   |
|               | Administrative<br>Coordinator | 5           | F              | 1         | 1          | Male | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |
| Female        |                               |             |                |           |            | 1    | 0     | 0     | 0     | 0     | 1                  | 0        | 0                   | 0                       |         |   |
| Non-binary    |                               |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |   |
| Unknown       |                               |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |   |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

Department: Human Resources

Manager Name: Turner, Michael

| Incl/<br>Excl | Job Title  | EEO<br>Code | Salary<br>Code | Total     |            |      | Total | White | Black | Asian | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown |
|---------------|--|-------------|----------------|-----------|------------|------|-------|-------|-------|-------|--------------------|----------|---------------------|-------------------------|---------|
|               |  |             |                | Employees | Minorities |      |       |       |       |       |                    |          |                     |                         |         |
|               | HR Analyst 1 - Lead  | 5           | F - G          | 3         | 0          | Male | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Female        |  |             |                |           |            | 2    | 2     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
| Non-binary    |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
| Unknown       |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
|               | HR Analyst 2   | 5           | H              | 2         | 0          | Male | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Female        |  |             |                |           |            | 2    | 2     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
| Non-binary    |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
| Unknown       |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
|               | HR Analyst 2 - Lead  | 5           | I              | 1         | 0          | Male | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Female        |  |             |                |           |            | 1    | 1     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
| Non-binary    |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
| Unknown       |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
|               | Project Coordinator 2 -<br>Lead                                | 5           | I - J          | 2         | 1          | Male | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Female        |  |             |                |           |            | 2    | 1     | 0     | 0     | 0     | 1                  | 0        | 0                   |                         |         |
| Non-binary    |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
| Unknown       |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
|               | Manager of Risk &<br>Environmental Health &<br>Safety Programs | 1           | J              | 1         | 0          | Male | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Female        |  |             |                |           |            | 1    | 1     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
| Non-binary    |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
| Unknown       |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
|               | Title IX Coordinator   | 1           | K              | 1         | 0          | Male | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Female        |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
| Non-binary    |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
| Unknown       |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

Main

Department: Human Resources

Manager Name: Turner, Michael

| Incl/<br>Excl | Job Title   | EEO<br>Code | Salary<br>Code | Total     |            |            | Total     | White     | Black    | Asian    | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown  |   |   |
|---------------|---|-------------|----------------|-----------|------------|------------|-----------|-----------|----------|----------|--------------------|----------|---------------------|-------------------------|----------|---|---|
|               |   |             |                | Employees | Minorities |            |           |           |          |          |                    |          |                     |                         |          |   |   |
|               | Human Resources<br>Manager                                | 1           | K              | 1         | 0          | Male       | 0         | 0         | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |   |   |
|               |   |             |                |           |            | Female     | 1         | 1         | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0 | 0 |
|               |   |             |                |           |            | Non-binary | 0         | 0         | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0 | 0 |
|               |   |             |                |           |            | Unknown    | 0         | 0         | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0 | 0 |
|               | Payroll Manager   | 1           | K              | 1         | 0          | Male       | 0         | 0         | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |   |   |
|               |   |             |                |           |            | Female     | 1         | 1         | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0 |   |
|               |   |             |                |           |            | Non-binary | 0         | 0         | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0 |   |
|               |   |             |                |           |            | Unknown    | 0         | 0         | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0 |   |
|               | Associate Vice<br>President of Human<br>Resources & Labor | 1           | L              | 1         | 0          | Male       | 1         | 1         | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |   |   |
|               |   |             |                |           |            | Female     | 0         | 0         | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0 |   |
|               |   |             |                |           |            | Non-binary | 0         | 0         | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0 |   |
|               |   |             |                |           |            | Unknown    | 0         | 0         | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0 |   |
| <b>Totals</b> |   |             |                | <b>15</b> | <b>2</b>   | Male       | <b>3</b>  | <b>3</b>  | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |   |   |
|               |   |             |                |           | 13.33      | %          | 20.00     | 20.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |   |   |
|               |   |             |                |           |            | Female     | <b>12</b> | <b>10</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>2</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |   |   |
|               |   |             |                |           |            | %          | 80.00     | 66.67     | 0.00     | 0.00     | 0.00               | 13.33    | 0.00                | 0.00                    | 0.00     |   |   |
|               |   |             |                |           |            | Non-binary | <b>0</b>  | <b>0</b>  | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |   |   |
|               |   |             |                |           |            | %          | 0.00      | 0.00      | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |   |   |
|               |   |             |                |           |            | Unknown    | <b>0</b>  | <b>0</b>  | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |   |   |
|               |   |             |                |           |            | %          | 0.00      | 0.00      | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |   |   |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

Department: Information Technology

Manager Name: Plott, Richard

| Incl/<br>Excl | Job Title                                 | EEO<br>Code | Salary<br>Code | Total     |            |            | Total | White | Black | Asian | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown |
|---------------|---|-------------|----------------|-----------|------------|------------|-------|-------|-------|-------|--------------------|----------|---------------------|-------------------------|---------|
|               |   |             |                | Employees | Minorities |            |       |       |       |       |                    |          |                     |                         |         |
|               | PT Telephone Console Operator             | 5           | D              | 1         | 0          | Male       | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |   |             |                |           |            | Female     | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |   |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |   |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               | PT Administrative Support Specialist      | 5           | D              | 1         | 0          | Male       | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |   |             |                |           |            | Female     | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |   |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |   |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               | Information Technology Technician-A       | 3           | F - H          | 4         | 0          | Male       | 3     | 3     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |   |             |                |           |            | Female     | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |   |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |   |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               | Information Technology Technician-A-Lead  | 3           | G - H          | 3         | 0          | Male       | 2     | 2     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |   |             |                |           |            | Female     | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |   |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |   |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               | Technology Analysis & Design Specialist-A | 3           | G - J          | 6         | 1          | Male       | 5     | 4     | 0     | 1     | 0                  | 0        | 0                   | 0                       | 0       |
|               |   |             |                |           |            | Female     | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |   |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |   |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               | Project Coordinator                       | 5           | H              | 1         | 0          | Male       | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |   |             |                |           |            | Female     | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |   |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |   |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

Department: Information Technology

Manager Name: Plott, Richard

| Incl/<br>Excl | Job Title  | EEO<br>Code | Salary<br>Code | Total     |            |            | Total | White | Black | Asian | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races |         |   |
|---------------|--|-------------|----------------|-----------|------------|------------|-------|-------|-------|-------|--------------------|----------|---------------------|-------------------------|---------|---|
|               |  |             |                | Employees | Minorities |            |       |       |       |       |                    |          |                     | Unknown                 | Unknown |   |
|               | Technology Equipment<br>Systems Technician-A                         | 3           | H - I          | 2         | 1          | Male       | 2     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 1       | 0 |
|               |  |             |                |           |            | Female     | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |
|               |  |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |
|               |  |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |
|               | Technology Analysis &<br>Design Specialist-A-<br>Lead                | 3           | H - J          | 3         | 0          | Male       | 2     | 2     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |
|               |  |             |                |           |            | Female     | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |
|               |  |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |
|               |  |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |
|               | Network Administration<br>Specialist-A-Lead                          | 3           | H - J          | 3         | 0          | Male       | 3     | 3     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |
|               |  |             |                |           |            | Female     | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |
|               |  |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |
|               |  |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |
|               | Network Administration<br>Specialist-A                               | 3           | I - J          | 3         | 0          | Male       | 2     | 2     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |
|               |  |             |                |           |            | Female     | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |
|               |  |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |
|               |  |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |
|               | PT Network<br>Administration<br>Specialist                           | 3           | J              | 1         | 0          | Male       | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |
|               |  |             |                |           |            | Female     | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |
|               |  |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |
|               |  |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |
|               | Director of Cyber<br>Security, Infrastructure<br>& End User Services | 1           | K              | 1         | 0          | Male       | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |
|               |  |             |                |           |            | Female     | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |
|               |  |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |
|               |  |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

Department: Information Technology

Manager Name: Plott, Richard

| Incl/<br>Excl | Job Title                        | EEO<br>Code | Salary<br>Code | Total     |            |            | Total     | White     | Black    | Asian    | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown  |
|---------------|----------------------------------|-------------|----------------|-----------|------------|------------|-----------|-----------|----------|----------|--------------------|----------|---------------------|-------------------------|----------|
|               |                                  |             |                | Employees | Minorities |            |           |           |          |          |                    |          |                     |                         |          |
|               | Director of Software<br>Services | 1           | K              | 1         | 0          | Male       | 0         | 0         | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |                                  |             |                |           |            | Female     | 1         | 1         | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |                                  |             |                |           |            | Non-binary | 0         | 0         | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |                                  |             |                |           |            | Unknown    | 0         | 0         | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
| <b>Totals</b> |                                  |             |                | <b>30</b> | <b>2</b>   | Male       | <b>23</b> | <b>21</b> | <b>0</b> | <b>1</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>1</b>                | <b>0</b> |
|               |                                  |             |                |           | 6.67       | %          | 76.67     | 70.00     | 0.00     | 3.33     | 0.00               | 0.00     | 0.00                | 3.33                    | 0.00     |
|               |                                  |             |                |           |            | Female     | <b>7</b>  | <b>7</b>  | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |                                  |             |                |           |            | %          | 23.33     | 23.33     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |                                  |             |                |           |            | Non-binary | <b>0</b>  | <b>0</b>  | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |                                  |             |                |           |            | %          | 0.00      | 0.00      | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |                                  |             |                |           |            | Unknown    | <b>0</b>  | <b>0</b>  | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |                                  |             |                |           |            | %          | 0.00      | 0.00      | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |

Department: Institute for Sustainable Prac

Manager Name: Hayward, Jennifer

| Incl/<br>Excl | Job Title             | EEO<br>Code | Salary<br>Code | Total     |            |            | Total | White | Black | Asian | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown |
|---------------|-----------------------|-------------|----------------|-----------|------------|------------|-------|-------|-------|-------|--------------------|----------|---------------------|-------------------------|---------|
|               |                       |             |                | Employees | Minorities |            |       |       |       |       |                    |          |                     |                         |         |
|               | PT Facility Planner 1 | 6           | D              | 1         | 0          | Male       | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |                       |             |                |           |            | Female     | 1     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 1       |
|               |                       |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |                       |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

Main

Department: Institute for Sustainable Prac

Manager Name: Hayward, Jennifer

| Incl/<br>Excl | Job Title             | EEO<br>Code | Salary<br>Code | Total     |            |            | Total    | White    | Black    | Asian    | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown  |          |
|---------------|-----------------------|-------------|----------------|-----------|------------|------------|----------|----------|----------|----------|--------------------|----------|---------------------|-------------------------|----------|----------|
|               |                       |             |                | Employees | Minorities |            |          |          |          |          |                    |          |                     |                         |          |          |
|               | Project Coordinator 2 | 5           | H              | 1         | 0          | Male       | 1        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 1        |
|               |                       |             |                |           |            | Female     | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0        |
|               |                       |             |                |           |            | Non-binary | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0        |
|               |                       |             |                |           |            | Unknown    | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0        |
| <b>Totals</b> |                       |             |                | <b>2</b>  | <b>0</b>   | Male       | <b>1</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> | <b>1</b> |
|               |                       |             |                |           | 0.00       | %          | 50.00    | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     | 50.00    |
|               |                       |             |                |           |            | Female     | <b>1</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> | <b>1</b> |
|               |                       |             |                |           |            | %          | 50.00    | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     | 50.00    |
|               |                       |             |                |           |            | Non-binary | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> | <b>0</b> |
|               |                       |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     | 0.00     |
|               |                       |             |                |           |            | Unknown    | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> | <b>0</b> |
|               |                       |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     | 0.00     |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

Department: Instructional Testing Services

| Incl/<br>Excl | Job Title                      | EEO<br>Code | Salary<br>Code | Total     |            |            | Total    | White    | Black      | Asian    | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown  |   |   |   |
|---------------|--------------------------------|-------------|----------------|-----------|------------|------------|----------|----------|------------|----------|--------------------|----------|---------------------|-------------------------|----------|---|---|---|
|               |                                |             |                | Employees | Minorities |            |          |          |            |          |                    |          |                     |                         |          |   |   |   |
|               | PT Instructional<br>Specialist | 5           | E              | 1         | 0          | Male       | 0        | 0        | 0          | 0        | 0                  | 0        | 0                   | 0                       | 0        |   |   |   |
|               |                                |             |                |           |            |            |          | Female   | 1          | 1        | 0                  | 0        | 0                   | 0                       | 0        | 0 | 0 |   |
|               |                                |             |                |           |            |            |          |          | Non-binary | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0 | 0 | 0 |
|               |                                |             |                |           |            |            |          |          | Unknown    | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0 | 0 | 0 |
| <b>Totals</b> |                                |             |                | <b>1</b>  | <b>0</b>   | Male       | <b>0</b> | <b>0</b> | <b>0</b>   | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |   |   |   |
|               |                                |             |                |           | 0.00       | %          | 0.00     | 0.00     | 0.00       | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |   |   |   |
|               |                                |             |                |           |            | Female     | <b>1</b> | <b>1</b> | <b>0</b>   | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |   |   |   |
|               |                                |             |                |           |            | %          | 100.00   | 100.00   | 0.00       | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |   |   |   |
|               |                                |             |                |           |            | Non-binary | <b>0</b> | <b>0</b> | <b>0</b>   | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |   |   |   |
|               |                                |             |                |           |            | %          | 0.00     | 0.00     | 0.00       | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |   |   |   |
|               |                                |             |                |           |            | Unknown    | <b>0</b> | <b>0</b> | <b>0</b>   | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |   |   |   |
|               |                                |             |                |           |            | %          | 0.00     | 0.00     | 0.00       | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |   |   |   |

Department: International Student Program  
 Manager Name: Gomez Zeller, Tia

| Incl/<br>Excl | Job Title                               | EEO<br>Code | Salary<br>Code | Total     |            |      | Total | White  | Black      | Asian | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown |   |   |   |
|---------------|---|-------------|----------------|-----------|------------|------|-------|--------|------------|-------|--------------------|----------|---------------------|-------------------------|---------|---|---|---|
|               |   |             |                | Employees | Minorities |      |       |        |            |       |                    |          |                     |                         |         |   |   |   |
|               | PT Administrative<br>Support Specialist | 5           | D              | 2         | 2          | Male | 0     | 0      | 0          | 0     | 0                  | 0        | 0                   | 0                       | 0       |   |   |   |
|               |   |             |                |           |            |      |       | Female | 2          | 0     | 1                  | 1        | 0                   | 0                       | 0       | 0 | 0 |   |
|               |   |             |                |           |            |      |       |        | Non-binary | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 | 0 |
|               |   |             |                |           |            |      |       |        | Unknown    | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 | 0 |
|               | Project Specialist 2                    | 5           | F              | 1         | 1          | Male | 0     | 0      | 0          | 0     | 0                  | 0        | 0                   | 0                       | 0       |   |   |   |
|               |   |             |                |           |            |      |       | Female | 1          | 0     | 1                  | 0        | 0                   | 0                       | 0       | 0 | 0 |   |
|               |   |             |                |           |            |      |       |        | Non-binary | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 | 0 |
|               |   |             |                |           |            |      |       |        | Unknown    | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 | 0 |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

Department: International Student Program

Manager Name: Gomez Zeller, Tia

| Incl/<br>Excl | Job Title   | EEO<br>Code | Salary<br>Code | Total     |            |      | Total | White | Black | Asian | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown |
|---------------|---|-------------|----------------|-----------|------------|------|-------|-------|-------|-------|--------------------|----------|---------------------|-------------------------|---------|
|               |   |             |                | Employees | Minorities |      |       |       |       |       |                    |          |                     |                         |         |
|               | Financial Specialist 3 -<br>Bilingual                         | 5           | G              | 1         | 1          | Male | 1     | 0     | 1     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Female        |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
| Non-binary    |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
| Unknown       |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
|               | Project Specialist 2 -<br>Lead                                | 5           | H              | 2         | 1          | Male | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Female        |   |             |                |           |            | 2    | 1     | 0     | 1     | 0     | 0                  | 0        | 0                   |                         |         |
| Non-binary    |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
| Unknown       |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
|               | Project Coordinator -<br>Lead                                 | 5           | H              | 2         | 0          | Male | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Female        |   |             |                |           |            | 2    | 2     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
| Non-binary    |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
| Unknown       |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
|               | Associate Director of<br>International Student<br>Recruitment | 1           | I              | 1         | 0          | Male | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Female        |   |             |                |           |            | 1    | 1     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
| Non-binary    |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
| Unknown       |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

Department: International Student Program

Manager Name: Gomez Zeller, Tia

| Incl/<br>Excl | Job Title                          | EEO<br>Code | Salary<br>Code | Total     |            |            | Total    | White    | Black    | Asian    | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown  |
|---------------|------------------------------------|-------------|----------------|-----------|------------|------------|----------|----------|----------|----------|--------------------|----------|---------------------|-------------------------|----------|
|               |                                    |             |                | Employees | Minorities |            |          |          |          |          |                    |          |                     |                         |          |
|               | International Programs<br>Director | 1           | J              | 1         | 0          | Male       | 1        | 1        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |                                    |             |                |           |            | Female     | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |                                    |             |                |           |            | Non-binary | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |                                    |             |                |           |            | Unknown    | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
| <b>Totals</b> |                                    |             |                | <b>10</b> | <b>5</b>   | Male       | <b>2</b> | <b>1</b> | <b>1</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |                                    |             |                |           | 50.00      | %          | 20.00    | 10.00    | 10.00    | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |                                    |             |                |           |            | Female     | <b>8</b> | <b>4</b> | <b>2</b> | <b>2</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |                                    |             |                |           |            | %          | 80.00    | 40.00    | 20.00    | 20.00    | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |                                    |             |                |           |            | Non-binary | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |                                    |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |                                    |             |                |           |            | Unknown    | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |                                    |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |

Department: KLCC-FM

Manager Name: Rondeau, James

| Incl/<br>Excl | Job Title                               | EEO<br>Code | Salary<br>Code | Total     |            |            | Total | White | Black | Asian | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown |
|---------------|---|-------------|----------------|-----------|------------|------------|-------|-------|-------|-------|--------------------|----------|---------------------|-------------------------|---------|
|               |   |             |                | Employees | Minorities |            |       |       |       |       |                    |          |                     |                         |         |
|               | KLCC Sales<br>Representative            | 5           | D              | 1         | 0          | Male       | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |   |             |                |           |            | Female     | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |   |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |   |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               | PT Administrative<br>Support Specialist | 5           | E              | 1         | 0          | Male       | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |   |             |                |           |            | Female     | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |   |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |   |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

Main

Department: KLCC-FM

Manager Name: Rondeau, James

| Incl/<br>Excl | Job Title                            | EEO<br>Code | Salary<br>Code | Total     |            |            | Total | White | Black | Asian | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown |   |
|---------------|--------------------------------------|-------------|----------------|-----------|------------|------------|-------|-------|-------|-------|--------------------|----------|---------------------|-------------------------|---------|---|
|               |                                      |             |                | Employees | Minorities |            |       |       |       |       |                    |          |                     |                         |         |   |
|               | PT KLCC Program<br>Host              | 5           | E - F          | 4         | 0          | Male       | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |
|               |                                      |             |                |           |            | Female     | 4     | 4     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |
|               |                                      |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |
|               |                                      |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |
|               | Lead KLCC Program<br>Host            | 5           | F              | 2         | 1          | Male       | 1     | 0     | 0     | 0     | 1                  | 0        | 0                   | 0                       | 0       | 0 |
|               |                                      |             |                |           |            | Female     | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |
|               |                                      |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |
|               |                                      |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |
|               | Administrative<br>Specialist-Lead    | 5           | F              | 1         | 0          | Male       | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |
|               |                                      |             |                |           |            | Female     | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |
|               |                                      |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |
|               |                                      |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |
|               | Public Affairs<br>Producer/Host      | 1           | H              | 1         | 0          | Male       | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |
|               |                                      |             |                |           |            | Female     | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |
|               |                                      |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |
|               |                                      |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |
|               | KLCC News Director                   | 1           | H              | 1         | 0          | Male       | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |
|               |                                      |             |                |           |            | Female     | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |
|               |                                      |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |
|               |                                      |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |
|               | Director of Membership<br>& Outreach | 1           | H              | 1         | 0          | Male       | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |
|               |                                      |             |                |           |            | Female     | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |
|               |                                      |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |
|               |                                      |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

Main

Department: KLCC-FM

Manager Name: Rondeau, James

| Incl/<br>Excl | Job Title                                    | EEO<br>Code | Salary<br>Code | Total     |            |            | Total    | White    | Black    | Asian    | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown  |
|---------------|--|-------------|----------------|-----------|------------|------------|----------|----------|----------|----------|--------------------|----------|---------------------|-------------------------|----------|
|               |  |             |                | Employees | Minorities |            |          |          |          |          |                    |          |                     |                         |          |
|               | KLCC Program Director                        | 1           | I              | 1         | 0          | Male       | 1        | 1        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
| Female        |  |             |                |           |            | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
| Non-binary    |  |             |                |           |            | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
| Unknown       |  |             |                |           |            | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
|               | Technology Equipment<br>Systems Technician-A | 3           | I              | 1         | 0          | Male       | 1        | 1        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
| Female        |  |             |                |           |            | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
| Non-binary    |  |             |                |           |            | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
| Unknown       |  |             |                |           |            | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
|               | Director of Philanthropy                     | 1           | I              | 1         | 0          | Male       | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
| Female        |  |             |                |           |            | 1          | 1        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
| Non-binary    |  |             |                |           |            | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
| Unknown       |  |             |                |           |            | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
|               | KLCC General<br>Manager                      | 1           | K              | 1         | 0          | Male       | 1        | 1        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
| Female        |  |             |                |           |            | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
| Non-binary    |  |             |                |           |            | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
| Unknown       |  |             |                |           |            | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
| <b>Totals</b> |  |             |                | <b>16</b> | <b>1</b>   | Male       | <b>7</b> | <b>6</b> | <b>0</b> | <b>0</b> | <b>1</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |  |             |                |           | 6.25       | %          | 43.75    | 37.50    | 0.00     | 0.00     | 6.25               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |  |             |                |           |            | Female     | <b>9</b> | <b>9</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |  |             |                |           |            | %          | 56.25    | 56.25    | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |  |             |                |           |            | Non-binary | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |  |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |  |             |                |           |            | Unknown    | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |  |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

Department: Lane Community College Foundat

Manager Name: Jett, Wendy

| Incl/<br>Excl | Job Title   | EEO<br>Code | Salary<br>Code | Total     |            |      | Total | White | Black | Asian | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown |
|---------------|---|-------------|----------------|-----------|------------|------|-------|-------|-------|-------|--------------------|----------|---------------------|-------------------------|---------|
|               |   |             |                | Employees | Minorities |      |       |       |       |       |                    |          |                     |                         |         |
|               | Administrative &<br>Technology Specialist -<br>Lead | 5           | G              | 1         | 0          | Male | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Female        |   |             |                |           |            | 1    | 1     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
| Non-binary    |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
| Unknown       |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               | Project Coordinator                                 | 5           | H              | 2         | 0          | Male | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Female        |   |             |                |           |            | 2    | 2     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
| Non-binary    |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
| Unknown       |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               | Annual Gifts Officer                                | 1           | H              | 1         | 0          | Male | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Female        |   |             |                |           |            | 1    | 1     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
| Non-binary    |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
| Unknown       |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               | Project Coordinator 2                               | 5           | I              | 1         | 0          | Male | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Female        |   |             |                |           |            | 1    | 1     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
| Non-binary    |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
| Unknown       |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               | Major Gifts Officer                                 | 1           | I              | 1         | 0          | Male | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Female        |   |             |                |           |            | 1    | 1     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
| Non-binary    |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
| Unknown       |   |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

Department: Lane Community College Foundat

Manager Name: Jett, Wendy

| Incl/<br>Excl | Job Title                     | EEO<br>Code | Salary<br>Code | Total     |            |            | Total    | White    | Black    | Asian    | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown  |
|---------------|-------------------------------|-------------|----------------|-----------|------------|------------|----------|----------|----------|----------|--------------------|----------|---------------------|-------------------------|----------|
|               |                               |             |                | Employees | Minorities |            |          |          |          |          |                    |          |                     |                         |          |
|               | Director of the<br>Foundation | 1           | L              | 1         | 0          | Male       | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |                               |             |                |           |            | Female     | 1        | 1        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |                               |             |                |           |            | Non-binary | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |                               |             |                |           |            | Unknown    | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
| <b>Totals</b> |                               |             |                | <b>7</b>  | <b>0</b>   | Male       | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |                               |             |                |           | 0.00       | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |                               |             |                |           |            | Female     | <b>7</b> | <b>7</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |                               |             |                |           |            | %          | 100.00   | 100.00   | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |                               |             |                |           |            | Non-binary | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |                               |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |                               |             |                |           |            | Unknown    | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |                               |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |

Department: Language- Literature & Communic

Manager Name: Osterkamp, Ellen

| Incl/<br>Excl | Job Title  | EEO<br>Code | Salary<br>Code | Total     |            |            | Total | White | Black | Asian | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown |
|---------------|--|-------------|----------------|-----------|------------|------------|-------|-------|-------|-------|--------------------|----------|---------------------|-------------------------|---------|
|               |  |             |                | Employees | Minorities |            |       |       |       |       |                    |          |                     |                         |         |
|               | PT Credit Instructor<br>American Indian Lang -<br>Instru | 2           | G - J          | 2         | 1          | Male       | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Female     | 2     | 1     | 0     | 0     | 0                  | 0        | 0                   | 1                       | 0       |
|               |  |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               | Project Coordinator                                      | 5           | H              | 1         | 0          | Male       | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Female     | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

Department: Language- Literature & Communic

Manager Name: Osterkamp, Ellen

| Incl/<br>Excl | Job Title  | EEO<br>Code | Salary<br>Code | Total     |            |            | Total | White | Black | Asian | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown |
|---------------|--|-------------|----------------|-----------|------------|------------|-------|-------|-------|-------|--------------------|----------|---------------------|-------------------------|---------|
|               |  |             |                | Employees | Minorities |            |       |       |       |       |                    |          |                     |                         |         |
|               | PT Project Coordinator                                 | 5           | I              | 1         | 0          | Male       | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Female     | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               | PT Credit Instructor<br>Composition -<br>Instruction   | 2           | I - K          | 20        | 4          | Male       | 9     | 5     | 1     | 1     | 0                  | 1        | 0                   | 1                       | 0       |
|               |  |             |                |           |            | Female     | 11    | 11    | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               | PT Credit Instructor<br>Spanish Instruction            | 2           | J - K          | 4         | 1          | Male       | 3     | 2     | 0     | 0     | 0                  | 1        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Female     | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               | PT Credit Instructor<br>Communication -<br>Instruction | 2           | K              | 5         | 3          | Male       | 3     | 1     | 1     | 0     | 0                  | 0        | 0                   | 1                       | 0       |
|               |  |             |                |           |            | Female     | 2     | 1     | 0     | 0     | 0                  | 0        | 0                   | 1                       | 0       |
|               |  |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               | PT Credit Instructor<br>FPD - Administration           | 2           | K              | 1         | 1          | Male       | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Female     | 1     | 0     | 1     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               | PT Credit Instructor<br>Florence Administration        | 2           | K              | 1         | 1          | Male       | 1     | 0     | 1     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Female     | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

Department: Language- Literature & Communic

Manager Name: Osterkamp, Ellen

| Incl/<br>Excl | Job Title  | EEO<br>Code | Salary<br>Code | Total     |            |      | Total | White | Black | Asian | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown |
|---------------|--|-------------|----------------|-----------|------------|------|-------|-------|-------|-------|--------------------|----------|---------------------|-------------------------|---------|
|               |  |             |                | Employees | Minorities |      |       |       |       |       |                    |          |                     |                         |         |
|               | Faculty Instructor<br>Composition -<br>Instruction   | 2           | L              | 13        | 3          | Male | 4     | 1     | 0     | 2     | 0                  | 1        | 0                   | 0                       | 0       |
| Female        |  |             |                |           |            | 9    | 9     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
| Non-binary    |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
| Unknown       |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
|               | Faculty Instructor<br>Communication -<br>Instruction | 2           | L              | 5         | 0          | Male | 2     | 2     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Female        |  |             |                |           |            | 3    | 3     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
| Non-binary    |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
| Unknown       |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
|               | Faculty Instructor<br>Spanish Instruction            | 2           | L              | 2         | 0          | Male | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Female        |  |             |                |           |            | 1    | 1     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
| Non-binary    |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
| Unknown       |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
|               | Faculty Instructor<br>Assessment                     | 2           | L              | 1         | 0          | Male | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Female        |  |             |                |           |            | 1    | 1     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
| Non-binary    |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
| Unknown       |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

Department: Language- Literature & Communic

Manager Name: Osterkamp, Ellen

| Incl/<br>Excl | Job Title                                | EEO<br>Code | Salary<br>Code | Total     |            |            | Total     | White     | Black    | Asian    | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown  |
|---------------|--|-------------|----------------|-----------|------------|------------|-----------|-----------|----------|----------|--------------------|----------|---------------------|-------------------------|----------|
|               |  |             |                | Employees | Minorities |            |           |           |          |          |                    |          |                     |                         |          |
|               | Faculty Instructor<br>French Instruction | 2           | L              | 1         | 0          | Male       | 0         | 0         | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |  |             |                |           |            | Female     | 1         | 1         | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |  |             |                |           |            | Non-binary | 0         | 0         | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |  |             |                |           |            | Unknown    | 0         | 0         | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
| <b>Totals</b> |  |             |                | <b>57</b> | <b>14</b>  | Male       | <b>23</b> | <b>12</b> | <b>3</b> | <b>3</b> | <b>0</b>           | <b>3</b> | <b>0</b>            | <b>2</b>                | <b>0</b> |
|               |  |             |                |           | 24.56      | %          | 40.35     | 21.05     | 5.26     | 5.26     | 0.00               | 5.26     | 0.00                | 3.51                    | 0.00     |
|               |  |             |                |           |            | Female     | <b>34</b> | <b>31</b> | <b>1</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>2</b>                | <b>0</b> |
|               |  |             |                |           |            | %          | 59.65     | 54.39     | 1.75     | 0.00     | 0.00               | 0.00     | 0.00                | 3.51                    | 0.00     |
|               |  |             |                |           |            | Non-binary | <b>0</b>  | <b>0</b>  | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |  |             |                |           |            | %          | 0.00      | 0.00      | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |  |             |                |           |            | Unknown    | <b>0</b>  | <b>0</b>  | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |  |             |                |           |            | %          | 0.00      | 0.00      | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |

## Department: Library

Manager Name: Coronado, Edward

| Incl/<br>Excl | Job Title                         | EEO<br>Code | Salary<br>Code | Total     |            |            | Total | White | Black | Asian | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown |
|---------------|-----------------------------------|-------------|----------------|-----------|------------|------------|-------|-------|-------|-------|--------------------|----------|---------------------|-------------------------|---------|
|               |                                   |             |                | Employees | Minorities |            |       |       |       |       |                    |          |                     |                         |         |
|               | PT Student Services<br>Specialist | 5           | D              | 1         | 0          | Male       | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |                                   |             |                |           |            | Female     | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |                                   |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |                                   |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               | PT Instructional<br>Specialist    | 5           | D              | 1         | 0          | Male       | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |                                   |             |                |           |            | Female     | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |                                   |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |                                   |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

Department: Library

Manager Name: Coronado, Edward

| Incl/<br>Excl | Job Title                                 | EEO<br>Code | Salary<br>Code | Total     |            |            | Total | White | Black | Asian | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown |
|---------------|---|-------------|----------------|-----------|------------|------------|-------|-------|-------|-------|--------------------|----------|---------------------|-------------------------|---------|
|               |   |             |                | Employees | Minorities |            |       |       |       |       |                    |          |                     |                         |         |
|               | PT Information<br>Technology Technician   | 3           | E              | 1         | 0          | Male       | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |   |             |                |           |            | Female     | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |   |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |   |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               | Library Associate                         | 5           | F              | 1         | 0          | Male       | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |   |             |                |           |            | Female     | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |   |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |   |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               | Project Coordinator -<br>Lead             | 5           | G              | 1         | 0          | Male       | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |   |             |                |           |            | Female     | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |   |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |   |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               | Library Associate-Lead                    | 5           | G              | 1         | 0          | Male       | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |   |             |                |           |            | Female     | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |   |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |   |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               | Information Technology<br>Technician-A    | 3           | G - I          | 2         | 2          | Male       | 2     | 0     | 0     | 0     | 1                  | 1        | 0                   | 0                       | 0       |
|               |   |             |                |           |            | Female     | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |   |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |   |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               | Coordinator of Library<br>Access Services | 5           | H              | 1         | 0          | Male       | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |   |             |                |           |            | Female     | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |   |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |   |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

Main

Department: Library

Manager Name: Coronado, Edward

| Incl/<br>Excl | Job Title                                      | EEO<br>Code | Salary<br>Code | Total     |            |            | Total    | White    | Black    | Asian    | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown  |   |   |   |
|---------------|--|-------------|----------------|-----------|------------|------------|----------|----------|----------|----------|--------------------|----------|---------------------|-------------------------|----------|---|---|---|
|               |  |             |                | Employees | Minorities |            |          |          |          |          |                    |          |                     |                         |          |   |   |   |
|               | PT Credit Instructor<br>Library Administration | 2           | H - J          | 2         | 0          | Male       | 1        | 1        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0 |   |   |
|               |  |             |                |           |            | Female     | 1        | 1        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0 | 0 |   |
|               |  |             |                |           |            | Non-binary | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0 | 0 | 0 |
|               |  |             |                |           |            | Unknown    | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0 | 0 | 0 |
|               | Technology Analysis &<br>Design Specialist-A   | 3           | I              | 1         | 0          | Male       | 1        | 1        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0 |   |   |
|               |  |             |                |           |            | Female     | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0 | 0 |   |
|               |  |             |                |           |            | Non-binary | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0 | 0 | 0 |
|               |  |             |                |           |            | Unknown    | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0 | 0 | 0 |
|               | Faculty Librarian<br>Library Administration    | 2           | L              | 4         | 1          | Male       | 1        | 0        | 0        | 0        | 1                  | 0        | 0                   | 0                       | 0        | 0 |   |   |
|               |  |             |                |           |            | Female     | 3        | 3        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0 | 0 |   |
|               |  |             |                |           |            | Non-binary | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0 | 0 |   |
|               |  |             |                |           |            | Unknown    | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0 | 0 |   |
| <b>Totals</b> |  |             |                | <b>16</b> | <b>3</b>   | Male       | <b>9</b> | <b>6</b> | <b>0</b> | <b>0</b> | <b>2</b>           | <b>1</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |   |   |   |
|               |  |             |                |           | 18.75      | %          | 56.25    | 37.50    | 0.00     | 0.00     | 12.50              | 6.25     | 0.00                | 0.00                    | 0.00     |   |   |   |
|               |  |             |                |           |            | Female     | <b>7</b> | <b>7</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |   |   |   |
|               |  |             |                |           |            | %          | 43.75    | 43.75    | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |   |   |   |
|               |  |             |                |           |            | Non-binary | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |   |   |   |
|               |  |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |   |   |   |
|               |  |             |                |           |            | Unknown    | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |   |   |   |
|               |  |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |   |   |   |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

Department: Mail Services

Manager Name: Hayward, Jennfier

| Incl/<br>Excl | Job Title   | EEO<br>Code | Salary<br>Code | Total     |            |            | Total    | White    | Black    | Asian    | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown  |
|---------------|---|-------------|----------------|-----------|------------|------------|----------|----------|----------|----------|--------------------|----------|---------------------|-------------------------|----------|
|               |   |             |                | Employees | Minorities |            |          |          |          |          |                    |          |                     |                         |          |
|               | Courier   | 7           | D              | 1         | 0          | Male       | 1        | 1        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |   |             |                |           |            | Female     | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |   |             |                |           |            | Non-binary | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |   |             |                |           |            | Unknown    | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               | Mail & Warehouse<br>Services Specialist -<br>Lead | 5           | F              | 1         | 0          | Male       | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |   |             |                |           |            | Female     | 1        | 1        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |   |             |                |           |            | Non-binary | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |   |             |                |           |            | Unknown    | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
| <b>Totals</b> |   |             |                | <b>2</b>  | <b>0</b>   | Male       | <b>1</b> | <b>1</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |   |             |                |           | 0.00       | %          | 50.00    | 50.00    | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |   |             |                |           |            | Female     | <b>1</b> | <b>1</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |   |             |                |           |            | %          | 50.00    | 50.00    | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |   |             |                |           |            | Non-binary | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |   |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |   |             |                |           |            | Unknown    | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |   |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |

Department: Marketing/Public Relations

Manager Name: Rowlett, Brett

| Incl/<br>Excl | Job Title                              | EEO<br>Code | Salary<br>Code | Total     |            |            | Total | White | Black | Asian | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown |
|---------------|--|-------------|----------------|-----------|------------|------------|-------|-------|-------|-------|--------------------|----------|---------------------|-------------------------|---------|
|               |  |             |                | Employees | Minorities |            |       |       |       |       |                    |          |                     |                         |         |
|               | Information Technology<br>Technician-A | 3           | F              | 1         | 0          | Male       | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Female     | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

Department: Marketing/Public Relations

Manager Name: Rowlett, Brett

| Incl/<br>Excl | Job Title  | EEO<br>Code | Salary<br>Code | Total     |            |            | Total    | White    | Black    | Asian    | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown  |
|---------------|--|-------------|----------------|-----------|------------|------------|----------|----------|----------|----------|--------------------|----------|---------------------|-------------------------|----------|
|               |  |             |                | Employees | Minorities |            |          |          |          |          |                    |          |                     |                         |          |
|               | Director of Marketing & Strategic Communications | 1           | I              | 1         | 0          | Male       | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
| Female        |  |             |                |           |            | 1          | 1        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
| Non-binary    |  |             |                |           |            | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
| Unknown       |  |             |                |           |            | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               | Technology Analysis & Design Specialist-A        | 3           | J              | 1         | 0          | Male       | 1        | 1        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
| Female        |  |             |                |           |            | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
| Non-binary    |  |             |                |           |            | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
| Unknown       |  |             |                |           |            | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               | Executive Director of External Affairs           | 1           | L              | 1         | 0          | Male       | 1        | 1        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
| Female        |  |             |                |           |            | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
| Non-binary    |  |             |                |           |            | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
| Unknown       |  |             |                |           |            | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
| <b>Totals</b> |  |             |                | <b>4</b>  | <b>0</b>   | Male       | <b>2</b> | <b>2</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |  |             |                |           | 0.00       | %          | 50.00    | 50.00    | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |  |             |                |           |            | Female     | <b>2</b> | <b>2</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |  |             |                |           |            | %          | 50.00    | 50.00    | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |  |             |                |           |            | Non-binary | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |  |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |  |             |                |           |            | Unknown    | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |  |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

Department: Mathematics

Manager Name: Hopkins, Jessica

| Incl/<br>Excl | Job Title   | EEO<br>Code | Salary<br>Code | Total     |            |            | Total     | White    | Black    | Asian    | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown  |
|---------------|---|-------------|----------------|-----------|------------|------------|-----------|----------|----------|----------|--------------------|----------|---------------------|-------------------------|----------|
|               |   |             |                | Employees | Minorities |            |           |          |          |          |                    |          |                     |                         |          |
|               | Project Coordinator -<br>Lead                         | 5           | H              | 1         | 0          | Male       | 0         | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
| Female        |   |             |                |           |            | 1          | 1         | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
| Non-binary    |   |             |                |           |            | 0          | 0         | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
| Unknown       |   |             |                |           |            | 0          | 0         | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
|               | PT Credit Instructor<br>Mathematics<br>Administration | 2           | K              | 6         | 1          | Male       | 3         | 3        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
| Female        |   |             |                |           |            | 3          | 2         | 0        | 0        | 1        | 0                  | 0        | 0                   | 0                       |          |
| Non-binary    |   |             |                |           |            | 0          | 0         | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
| Unknown       |   |             |                |           |            | 0          | 0         | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
|               | Faculty Instructor<br>Mathematics<br>Administration   | 2           | L              | 11        | 1          | Male       | 4         | 4        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
| Female        |   |             |                |           |            | 7          | 6         | 1        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
| Non-binary    |   |             |                |           |            | 0          | 0         | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
| Unknown       |   |             |                |           |            | 0          | 0         | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
| <b>Totals</b> |   |             |                | <b>18</b> | <b>2</b>   | Male       | <b>7</b>  | <b>7</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |   |             |                |           | 11.11      | %          | 38.89     | 38.89    | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |   |             |                |           |            | Female     | <b>11</b> | <b>9</b> | <b>1</b> | <b>0</b> | <b>1</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |   |             |                |           |            | %          | 61.11     | 50.00    | 5.56     | 0.00     | 5.56               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |   |             |                |           |            | Non-binary | <b>0</b>  | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |   |             |                |           |            | %          | 0.00      | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |   |             |                |           |            | Unknown    | <b>0</b>  | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |   |             |                |           |            | %          | 0.00      | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

Main

Department: Media Arts

| Incl/<br>Excl | Job Title                          | EEO<br>Code | Salary<br>Code | Total     |            |            | Total    | White    | Black    | Asian    | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown  |   |
|---------------|------------------------------------|-------------|----------------|-----------|------------|------------|----------|----------|----------|----------|--------------------|----------|---------------------|-------------------------|----------|---|
|               |                                    |             |                | Employees | Minorities |            |          |          |          |          |                    |          |                     |                         |          |   |
|               | PT Credit Instructor<br>Media Arts | 2           | I - K          | 4         | 0          | Male       | 4        | 4        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0 |
|               |                                    |             |                |           |            | Female     | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0 |
|               |                                    |             |                |           |            | Non-binary | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0 |
|               |                                    |             |                |           |            | Unknown    | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0 |
|               | Faculty Instructor -<br>Media Arts | 2           | L              | 1         | 0          | Male       | 1        | 1        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0 |
|               |                                    |             |                |           |            | Female     | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0 |
|               |                                    |             |                |           |            | Non-binary | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0 |
|               |                                    |             |                |           |            | Unknown    | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0 |
|               | Faculty Instructor<br>Media Arts   | 2           | L              | 1         | 0          | Male       | 1        | 1        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0 |
|               |                                    |             |                |           |            | Female     | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0 |
|               |                                    |             |                |           |            | Non-binary | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0 |
|               |                                    |             |                |           |            | Unknown    | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0 |
| <b>Totals</b> |                                    |             |                | <b>6</b>  | <b>0</b>   | Male       | <b>6</b> | <b>6</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |   |
|               |                                    |             |                |           | 0.00       | %          | 100.00   | 100.00   | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |   |
|               |                                    |             |                |           |            | Female     | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |   |
|               |                                    |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |   |
|               |                                    |             |                |           |            | Non-binary | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |   |
|               |                                    |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |   |
|               |                                    |             |                |           |            | Unknown    | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |   |
|               |                                    |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |   |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

### Department: MHWC & Addictions Program

| Incl/<br>Excl | Job Title  | EEO<br>Code | Salary<br>Code | Total     |            |            | Total    | White    | Black    | Asian    | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown  |
|---------------|--|-------------|----------------|-----------|------------|------------|----------|----------|----------|----------|--------------------|----------|---------------------|-------------------------|----------|
|               |  |             |                | Employees | Minorities |            |          |          |          |          |                    |          |                     |                         |          |
|               | Interim Director of<br>Counseling Services &<br>Mental Health Wellness | 1           | K              | 1         | 0          | Male       | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
| Female        |  |             |                |           |            | 1          | 1        | 0        | 0        | 0        | 0                  | 0        | 0                   |                         |          |
| Non-binary    |  |             |                |           |            | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   |                         |          |
| Unknown       |  |             |                |           |            | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   |                         |          |
|               | Faculty Counselor<br>MHWC & Addictions<br>Program                      | 2           | L              | 2         | 0          | Male       | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
| Female        |  |             |                |           |            | 2          | 2        | 0        | 0        | 0        | 0                  | 0        | 0                   |                         |          |
| Non-binary    |  |             |                |           |            | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   |                         |          |
| Unknown       |  |             |                |           |            | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   |                         |          |
| <b>Totals</b> |  |             |                | <b>3</b>  | <b>0</b>   | Male       | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |  |             |                |           | 0.00       | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |  |             |                |           |            | Female     | <b>3</b> | <b>3</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |  |             |                |           |            | %          | 100.00   | 100.00   | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |  |             |                |           |            | Non-binary | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |  |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |  |             |                |           |            | Unknown    | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |  |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |

### Department: Multicultural Center

| Incl/<br>Excl | Job Title                     | EEO<br>Code | Salary<br>Code | Total     |            |      | Total | White | Black | Asian | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown |
|---------------|-------------------------------|-------------|----------------|-----------|------------|------|-------|-------|-------|-------|--------------------|----------|---------------------|-------------------------|---------|
|               |                               |             |                | Employees | Minorities |      |       |       |       |       |                    |          |                     |                         |         |
|               | Project Coordinator -<br>Lead | 5           | I              | 1         | 1          | Male | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Female        |                               |             |                |           |            | 1    | 0     | 0     | 0     | 0     | 1                  | 0        | 0                   |                         |         |
| Non-binary    |                               |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
| Unknown       |                               |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

Main

Department: Multicultural Center

| Incl/<br>Excl | Job Title                                  | EEO<br>Code | Salary<br>Code | Total     |            |            | Total    | White    | Black    | Asian    | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown  |  |  |  |
|---------------|--|-------------|----------------|-----------|------------|------------|----------|----------|----------|----------|--------------------|----------|---------------------|-------------------------|----------|--|--|--|
|               |  |             |                | Employees | Minorities |            |          |          |          |          |                    |          |                     |                         |          |  |  |  |
|               | Faculty Instructor<br>Multicultural Center | 2           | L              | 4         | 4          | Male       | 3        | 0        | 1        | 0        | 1                  | 1        | 0                   | 0                       | 0        |  |  |  |
|               |  |             |                |           |            |            |          |          |          |          |                    |          |                     |                         |          |  |  |  |
|               |  |             |                |           |            |            |          |          |          |          |                    |          |                     |                         |          |  |  |  |
|               |  |             |                |           |            |            |          |          |          |          |                    |          |                     |                         |          |  |  |  |
| <b>Totals</b> |  |             |                | <b>5</b>  | <b>5</b>   | Male       | <b>3</b> | <b>0</b> | <b>1</b> | <b>0</b> | <b>1</b>           | <b>1</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |  |  |  |
|               |  |             |                |           | 100.00     | %          | 60.00    | 0.00     | 20.00    | 0.00     | 20.00              | 20.00    | 0.00                | 0.00                    | 0.00     |  |  |  |
|               |  |             |                |           |            | Female     | <b>2</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>1</b> | <b>0</b>            | <b>1</b>                | <b>0</b> |  |  |  |
|               |  |             |                |           |            | %          | 40.00    | 0.00     | 0.00     | 0.00     | 0.00               | 20.00    | 0.00                | 20.00                   | 0.00     |  |  |  |
|               |  |             |                |           |            | Non-binary | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |  |  |  |
|               |  |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |  |  |  |
|               |  |             |                |           |            | Unknown    | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |  |  |  |
|               |  |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |  |  |  |

Department: OSBDCN

Manager Name: Gregory, Mark

| Incl/<br>Excl | Job Title            | EEO<br>Code | Salary<br>Code | Total     |            |      | Total | White | Black | Asian | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown |  |  |  |
|---------------|----------------------|-------------|----------------|-----------|------------|------|-------|-------|-------|-------|--------------------|----------|---------------------|-------------------------|---------|--|--|--|
|               |                      |             |                | Employees | Minorities |      |       |       |       |       |                    |          |                     |                         |         |  |  |  |
|               | Project Specialist 1 | 5           | F              | 1         | 0          | Male | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |  |  |  |
|               |                      |             |                |           |            |      |       |       |       |       |                    |          |                     |                         |         |  |  |  |
|               |                      |             |                |           |            |      |       |       |       |       |                    |          |                     |                         |         |  |  |  |
|               |                      |             |                |           |            |      |       |       |       |       |                    |          |                     |                         |         |  |  |  |
|               | PT Accountant        | 5           | G              | 1         | 0          | Male | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |  |  |  |
|               |                      |             |                |           |            |      |       |       |       |       |                    |          |                     |                         |         |  |  |  |
|               |                      |             |                |           |            |      |       |       |       |       |                    |          |                     |                         |         |  |  |  |
|               |                      |             |                |           |            |      |       |       |       |       |                    |          |                     |                         |         |  |  |  |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

Main

Department: OSBDCN

Manager Name: Gregory, Mark

| Incl/<br>Excl | Job Title  | EEO<br>Code | Salary<br>Code | Total     |            |            | Total    | White    | Black    | Asian    | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown  |
|---------------|--|-------------|----------------|-----------|------------|------------|----------|----------|----------|----------|--------------------|----------|---------------------|-------------------------|----------|
|               |  |             |                | Employees | Minorities |            |          |          |          |          |                    |          |                     |                         |          |
|               | Project Coordinator                                    | 5           | G - H          | 2         | 0          | Male       | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |  |             |                |           |            | Female     | 2        | 2        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |  |             |                |           |            | Non-binary | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |  |             |                |           |            | Unknown    | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               | Technology Analysis &<br>Design Specialist-I -<br>Lead | 3           | H              | 1         | 0          | Male       | 1        | 1        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |  |             |                |           |            | Female     | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |  |             |                |           |            | Non-binary | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |  |             |                |           |            | Unknown    | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               | Associate State<br>Director OSBDCN                     | 1           | L              | 1         | 0          | Male       | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |  |             |                |           |            | Female     | 1        | 1        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |  |             |                |           |            | Non-binary | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |  |             |                |           |            | Unknown    | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               | State Director of the<br>OSBDCN                        | 1           | L              | 1         | 0          | Male       | 1        | 1        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |  |             |                |           |            | Female     | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |  |             |                |           |            | Non-binary | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |  |             |                |           |            | Unknown    | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
| <b>Totals</b> |  |             |                | <b>7</b>  | <b>0</b>   | Male       | <b>2</b> | <b>2</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |  |             |                |           | 0.00       | %          | 28.57    | 28.57    | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |  |             |                |           |            | Female     | <b>5</b> | <b>5</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |  |             |                |           |            | %          | 71.43    | 71.43    | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |  |             |                |           |            | Non-binary | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |  |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |  |             |                |           |            | Unknown    | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |  |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

Main

Department: Performing Arts Department

| Incl/<br>Excl | Job Title  | EEO<br>Code | Salary<br>Code | Total     |            |            | Total     | White    | Black    | Asian    | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown  |   |
|---------------|--|-------------|----------------|-----------|------------|------------|-----------|----------|----------|----------|--------------------|----------|---------------------|-------------------------|----------|---|
|               |  |             |                | Employees | Minorities |            |           |          |          |          |                    |          |                     |                         |          |   |
|               | Instructional Specialist                                 | 5           | F              | 1         | 1          | Male       | 1         | 0        | 0        | 0        | 0                  | 1        | 0                   | 0                       | 0        |   |
|               |  |             |                |           |            | Female     | 0         | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0 |
|               |  |             |                |           |            | Non-binary | 0         | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0 |
|               |  |             |                |           |            | Unknown    | 0         | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0 |
|               | Technical/Scene Shop<br>Coordinator                      | 6           | G              | 1         | 0          | Male       | 1         | 1        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |   |
|               |  |             |                |           |            | Female     | 0         | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |   |
|               |  |             |                |           |            | Non-binary | 0         | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |   |
|               |  |             |                |           |            | Unknown    | 0         | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |   |
|               | PT Credit Instructor<br>Performing Arts<br>Administratio | 2           | I - K          | 11        | 1          | Male       | 3         | 3        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |   |
|               |  |             |                |           |            | Female     | 8         | 7        | 0        | 1        | 0                  | 0        | 0                   | 0                       |          |   |
|               |  |             |                |           |            | Non-binary | 0         | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |   |
|               |  |             |                |           |            | Unknown    | 0         | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |   |
|               | Faculty Instructor<br>Performing Arts<br>Administratio   | 2           | L              | 5         | 1          | Male       | 5         | 4        | 0        | 1        | 0                  | 0        | 0                   | 0                       | 0        |   |
|               |  |             |                |           |            | Female     | 0         | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |   |
|               |  |             |                |           |            | Non-binary | 0         | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |   |
|               |  |             |                |           |            | Unknown    | 0         | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |   |
| <b>Totals</b> |  |             |                | <b>18</b> | <b>3</b>   | Male       | <b>10</b> | <b>8</b> | <b>0</b> | <b>1</b> | <b>0</b>           | <b>1</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |   |
|               |  |             |                |           | 16.67      | %          | 55.56     | 44.44    | 0.00     | 5.56     | 0.00               | 5.56     | 0.00                | 0.00                    | 0.00     |   |
|               |  |             |                |           |            | Female     | <b>8</b>  | <b>7</b> | <b>0</b> | <b>1</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |   |
|               |  |             |                |           |            | %          | 44.44     | 38.89    | 0.00     | 5.56     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |   |
|               |  |             |                |           |            | Non-binary | <b>0</b>  | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |   |
|               |  |             |                |           |            | %          | 0.00      | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |   |
|               |  |             |                |           |            | Unknown    | <b>0</b>  | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |   |
|               |  |             |                |           |            | %          | 0.00      | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |   |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

Department: Planning and Institutional Eff

Manager Name: Plott, Richard

| Incl/<br>Excl | Job Title   | EEO<br>Code | Salary<br>Code | Total     |            |            | Total    | White    | Black    | Asian    | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown  |
|---------------|---|-------------|----------------|-----------|------------|------------|----------|----------|----------|----------|--------------------|----------|---------------------|-------------------------|----------|
|               |   |             |                | Employees | Minorities |            |          |          |          |          |                    |          |                     |                         |          |
|               | Project Coordinator 2 -<br>Lead                       | 5           | J              | 1         | 0          | Male       | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
| Female        |   |             |                |           |            | 1          | 1        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
| Non-binary    |   |             |                |           |            | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
| Unknown       |   |             |                |           |            | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
|               | Technology Analysis &<br>Design Specialist-A-<br>Lead | 3           | J              | 1         | 0          | Male       | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
| Female        |   |             |                |           |            | 1          | 1        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
| Non-binary    |   |             |                |           |            | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
| Unknown       |   |             |                |           |            | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
| <b>Totals</b> |   |             |                | <b>2</b>  | <b>0</b>   | Male       | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |   |             |                |           | 0.00       | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |   |             |                |           |            | Female     | <b>2</b> | <b>2</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |   |             |                |           |            | %          | 100.00   | 100.00   | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |   |             |                |           |            | Non-binary | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |   |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |   |             |                |           |            | Unknown    | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |   |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |

## Department: President's Office

Manager Name: Hamilton, Margaret

| Incl/<br>Excl | Job Title       | EEO<br>Code | Salary<br>Code | Total     |            |      | Total | White | Black | Asian | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown |
|---------------|-----------------|-------------|----------------|-----------|------------|------|-------|-------|-------|-------|--------------------|----------|---------------------|-------------------------|---------|
|               |                 |             |                | Employees | Minorities |      |       |       |       |       |                    |          |                     |                         |         |
|               | General Counsel | 1           | L              | 1         | 0          | Male | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Female        |                 |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
| Non-binary    |                 |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
| Unknown       |                 |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

Department: President's Office

Manager Name: Hamilton, Margaret

| Incl/<br>Excl | Job Title                                   | EEO<br>Code | Salary<br>Code | Total     |            |            | Total    | White    | Black    | Asian    | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown  |   |
|---------------|---|-------------|----------------|-----------|------------|------------|----------|----------|----------|----------|--------------------|----------|---------------------|-------------------------|----------|---|
|               |   |             |                | Employees | Minorities |            |          |          |          |          |                    |          |                     |                         |          |   |
|               | Vice President of<br>Information Technology | 1           | L              | 1         | 0          | Male       | 1        | 1        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |   |
|               |   |             |                |           |            | Female     | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |   |
|               |   |             |                |           |            | Non-binary | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |   |
|               |   |             |                |           |            | Unknown    | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |   |
|               | President                                   | 1           | L              | 1         | 1          | Male       | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |   |
|               |   |             |                |           |            | Female     | 1        | 0        | 1        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0 |
|               |   |             |                |           |            | Non-binary | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0 |
|               |   |             |                |           |            | Unknown    | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0 |
| <b>Totals</b> |   |             |                | <b>3</b>  | <b>1</b>   | Male       | <b>2</b> | <b>2</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |   |
|               |   |             |                |           | 33.33      | %          | 66.67    | 66.67    | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |   |
|               |   |             |                |           |            | Female     | <b>1</b> | <b>0</b> | <b>1</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |   |
|               |   |             |                |           |            | %          | 33.33    | 0.00     | 33.33    | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |   |
|               |   |             |                |           |            | Non-binary | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |   |
|               |   |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    |          |   |
|               |   |             |                |           |            | Unknown    | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |   |
|               |   |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    |          |   |

## Department: Printing & Graphics

Manager Name: Rowlett, Brett

| Incl/<br>Excl | Job Title                   | EEO<br>Code | Salary<br>Code | Total     |            |            | Total | White | Black | Asian | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown |
|---------------|-----------------------------|-------------|----------------|-----------|------------|------------|-------|-------|-------|-------|--------------------|----------|---------------------|-------------------------|---------|
|               |                             |             |                | Employees | Minorities |            |       |       |       |       |                    |          |                     |                         |         |
|               | PT Offset Press<br>Operator | 7           | E              | 1         | 1          | Male       | 1     | 0     | 0     | 1     | 0                  | 0        | 0                   | 0                       | 0       |
|               |                             |             |                |           |            | Female     | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |                             |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |                             |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

Main

Department: Printing & Graphics

Manager Name: Rowlett, Brett

| Incl/<br>Excl | Job Title                            | EEO<br>Code | Salary<br>Code | Total     |            |            | Total    | White    | Black    | Asian    | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown  |
|---------------|--------------------------------------|-------------|----------------|-----------|------------|------------|----------|----------|----------|----------|--------------------|----------|---------------------|-------------------------|----------|
|               |                                      |             |                | Employees | Minorities |            |          |          |          |          |                    |          |                     |                         |          |
|               | Administrative Support<br>Specialist | 5           | E              | 1         | 0          | Male       | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
| Female        |                                      |             |                |           |            | 1          | 1        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
| Non-binary    |                                      |             |                |           |            | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
| Unknown       |                                      |             |                |           |            | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
|               | Graphic Artist                       | 5           | F              | 1         | 0          | Male       | 1        | 1        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
| Female        |                                      |             |                |           |            | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
| Non-binary    |                                      |             |                |           |            | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
| Unknown       |                                      |             |                |           |            | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
|               | Project Coordinator                  | 5           | H              | 1         | 0          | Male       | 1        | 1        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
| Female        |                                      |             |                |           |            | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
| Non-binary    |                                      |             |                |           |            | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
| Unknown       |                                      |             |                |           |            | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
| <b>Totals</b> |                                      |             |                | <b>4</b>  | <b>1</b>   | Male       | <b>3</b> | <b>2</b> | <b>0</b> | <b>1</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |                                      |             |                |           | 25.00      | %          | 75.00    | 50.00    | 0.00     | 25.00    | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |                                      |             |                |           |            | Female     | <b>1</b> | <b>1</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |                                      |             |                |           |            | %          | 25.00    | 25.00    | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |                                      |             |                |           |            | Non-binary | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |                                      |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |                                      |             |                |           |            | Unknown    | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |                                      |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

Department: Public Safety

Manager Name: Rupp, Lisa

| Incl/<br>Excl | Job Title                               | EEO<br>Code | Salary<br>Code | Total     |            |            | Total | White | Black | Asian | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown |
|---------------|---|-------------|----------------|-----------|------------|------------|-------|-------|-------|-------|--------------------|----------|---------------------|-------------------------|---------|
|               |   |             |                | Employees | Minorities |            |       |       |       |       |                    |          |                     |                         |         |
|               | PT Administrative<br>Support Specialist | 5           | D              | 3         | 0          | Male       | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |   |             |                |           |            | Female     | 3     | 3     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |   |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |   |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               | PT Public Safety<br>Officer 1           | 7           | E - F          | 6         | 2          | Male       | 5     | 3     | 1     | 0     | 0                  | 0        | 0                   | 1                       | 0       |
|               |   |             |                |           |            | Female     | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |   |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |   |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               | Public Safety Officer 1 -<br>Lead       | 7           | E - G          | 3         | 1          | Male       | 3     | 2     | 0     | 0     | 0                  | 0        | 0                   | 1                       | 0       |
|               |   |             |                |           |            | Female     | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |   |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |   |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               | Public Safety Officer 1                 | 7           | F              | 1         | 0          | Male       | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |   |             |                |           |            | Female     | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |   |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |   |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               | Public Safety Officer 2                 | 7           | F              | 1         | 0          | Male       | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |   |             |                |           |            | Female     | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |   |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |   |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               | Project Coordinator                     | 5           | G              | 1         | 1          | Male       | 1     | 0     | 1     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |   |             |                |           |            | Female     | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |   |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               |   |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

Department: Public Safety

Manager Name: Rupp, Lisa

| Incl/<br>Excl | Job Title  | EEO<br>Code | Salary<br>Code | Total     |            |            | Total     | White    | Black    | Asian    | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown  |
|---------------|--|-------------|----------------|-----------|------------|------------|-----------|----------|----------|----------|--------------------|----------|---------------------|-------------------------|----------|
|               |  |             |                | Employees | Minorities |            |           |          |          |          |                    |          |                     |                         |          |
|               | Administrative<br>Coordinator - Lead                     | 5           | G              | 1         | 0          | Male       | 0         | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |  |             |                |           |            | Female     | 1         | 1        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |  |             |                |           |            | Non-binary | 0         | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |  |             |                |           |            | Unknown    | 0         | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               | PT Public Safety<br>Officer 2                            | 7           | G              | 1         | 1          | Male       | 1         | 0        | 0        | 0        | 0                  | 0        | 0                   | 1                       | 0        |
|               |  |             |                |           |            | Female     | 0         | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |  |             |                |           |            | Non-binary | 0         | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |  |             |                |           |            | Unknown    | 0         | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               | Project Coordinator -<br>Lead                            | 5           | I              | 1         | 0          | Male       | 1         | 1        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |  |             |                |           |            | Female     | 0         | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |  |             |                |           |            | Non-binary | 0         | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |  |             |                |           |            | Unknown    | 0         | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               | Director of Public<br>Safety & Emergency<br>Preparedness | 1           | J              | 1         | 0          | Male       | 0         | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |  |             |                |           |            | Female     | 1         | 1        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |  |             |                |           |            | Non-binary | 0         | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |  |             |                |           |            | Unknown    | 0         | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
| <b>Totals</b> |  |             |                | <b>19</b> | <b>5</b>   | Male       | <b>13</b> | <b>8</b> | <b>2</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>3</b>                | <b>0</b> |
|               |  |             |                |           | 26.32      | %          | 68.42     | 42.11    | 10.53    | 0.00     | 0.00               | 0.00     | 0.00                | 15.79                   | 0.00     |
|               |  |             |                |           |            | Female     | <b>6</b>  | <b>6</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |  |             |                |           |            | %          | 31.58     | 31.58    | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |  |             |                |           |            | Non-binary | <b>0</b>  | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |  |             |                |           |            | %          | 0.00      | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |  |             |                |           |            | Unknown    | <b>0</b>  | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |  |             |                |           |            | %          | 0.00      | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

Main

Department: Recruitment and Admissions

Manager Name: Whiting, Dawn

| Incl/<br>Excl | Job Title                     | EEO<br>Code | Salary<br>Code | Total     |            |            | Total    | White    | Black      | Asian    | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown  |   |   |   |
|---------------|-------------------------------|-------------|----------------|-----------|------------|------------|----------|----------|------------|----------|--------------------|----------|---------------------|-------------------------|----------|---|---|---|
|               |                               |             |                | Employees | Minorities |            |          |          |            |          |                    |          |                     |                         |          |   |   |   |
|               | Project Coordinator -<br>Lead | 5           | H              | 1         | 1          | Male       | 0        | 0        | 0          | 0        | 0                  | 0        | 0                   | 0                       | 0        |   |   |   |
|               |                               |             |                |           |            |            |          | Female   | 1          | 0        | 0                  | 0        | 0                   | 1                       | 0        | 0 | 0 |   |
|               |                               |             |                |           |            |            |          |          | Non-binary | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0 | 0 | 0 |
|               |                               |             |                |           |            |            |          |          | Unknown    | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0 | 0 | 0 |
|               |                               |             |                |           |            |            |          |          |            |          |                    |          |                     |                         |          |   |   |   |
| <b>Totals</b> |                               |             |                | <b>1</b>  | <b>1</b>   | Male       | <b>0</b> | <b>0</b> | <b>0</b>   | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |   |   |   |
|               |                               |             |                |           | 100.00     | %          | 0.00     | 0.00     | 0.00       | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |   |   |   |
|               |                               |             |                |           |            | Female     | <b>1</b> | <b>0</b> | <b>0</b>   | <b>0</b> | <b>0</b>           | <b>1</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |   |   |   |
|               |                               |             |                |           |            | %          | 100.00   | 0.00     | 0.00       | 0.00     | 0.00               | 100.00   | 0.00                | 0.00                    | 0.00     |   |   |   |
|               |                               |             |                |           |            | Non-binary | <b>0</b> | <b>0</b> | <b>0</b>   | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |   |   |   |
|               |                               |             |                |           |            | %          | 0.00     | 0.00     | 0.00       | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |   |   |   |
|               |                               |             |                |           |            | Unknown    | <b>0</b> | <b>0</b> | <b>0</b>   | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |   |   |   |
|               |                               |             |                |           |            | %          | 0.00     | 0.00     | 0.00       | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |   |   |   |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

Main

Department: Recycling - Sustainability

| Incl/<br>Excl | Job Title             | EEO<br>Code | Salary<br>Code | Total     |            |            | Total    | White    | Black    | Asian    | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown  |
|---------------|-----------------------|-------------|----------------|-----------|------------|------------|----------|----------|----------|----------|--------------------|----------|---------------------|-------------------------|----------|
|               |                       |             |                | Employees | Minorities |            |          |          |          |          |                    |          |                     |                         |          |
|               | Facilities Specialist | 7           | F              | 1         | 0          | Male       | 1        | 1        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |                       |             |                |           |            | Female     | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |                       |             |                |           |            | Non-binary | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |                       |             |                |           |            | Unknown    | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
| <b>Totals</b> |                       |             |                | <b>1</b>  | <b>0</b>   | Male       | <b>1</b> | <b>1</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |                       |             |                |           | 0.00       | %          | 100.00   | 100.00   | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |                       |             |                |           |            | Female     | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |                       |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |                       |             |                |           |            | Non-binary | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |                       |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |                       |             |                |           |            | Unknown    | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |                       |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |

Department: Science

Manager Name: Hopkins, Jessica

| Incl/<br>Excl | Job Title                      | EEO<br>Code | Salary<br>Code | Total     |            |            | Total | White | Black | Asian | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown |
|---------------|--------------------------------|-------------|----------------|-----------|------------|------------|-------|-------|-------|-------|--------------------|----------|---------------------|-------------------------|---------|
|               |                                |             |                | Employees | Minorities |            |       |       |       |       |                    |          |                     |                         |         |
|               | PT Custodian                   | 7           | D              | 1         | 0          | Male       | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |                                |             |                |           |            | Female     | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |                                |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |                                |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               | PT Instructional<br>Specialist | 5           | E              | 1         | 0          | Male       | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |                                |             |                |           |            | Female     | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |                                |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |                                |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

Department: Science

Manager Name: Hopkins, Jessica

| Incl/<br>Excl | Job Title                                      | EEO<br>Code | Salary<br>Code | Total     |            |            | Total | White | Black | Asian | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown |
|---------------|--|-------------|----------------|-----------|------------|------------|-------|-------|-------|-------|--------------------|----------|---------------------|-------------------------|---------|
|               |  |             |                | Employees | Minorities |            |       |       |       |       |                    |          |                     |                         |         |
|               | Project Specialist 2                           | 5           | F              | 1         | 1          | Male       | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Female     | 1     | 0     | 0     | 0     | 1                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               | Science Laboratory<br>Coordinator              | 5           | F              | 1         | 1          | Male       | 1     | 0     | 0     | 0     | 0                  | 0        | 0                   | 1                       | 0       |
|               |  |             |                |           |            | Female     | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               | Science Laboratory<br>Coordinator - Lead       | 5           | F              | 1         | 0          | Male       | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Female     | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               | Administrative<br>Coordinator - Lead           | 5           | G              | 1         | 0          | Male       | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Female     | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               | Project Coordinator                            | 5           | G - H          | 2         | 0          | Male       | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Female     | 2     | 2     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               | PT Credit Instructor<br>Science Administration | 2           | H - K          | 19        | 0          | Male       | 11    | 10    | 0     | 0     | 0                  | 0        | 0                   | 0                       | 1       |
|               |  |             |                |           |            | Female     | 8     | 8     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |  |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

Main

Department: Science

Manager Name: Hopkins, Jessica

| Incl/<br>Excl | Job Title  | EEO<br>Code | Salary<br>Code | Total     |            |            | Total     | White     | Black    | Asian    | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown  |
|---------------|--|-------------|----------------|-----------|------------|------------|-----------|-----------|----------|----------|--------------------|----------|---------------------|-------------------------|----------|
|               |  |             |                | Employees | Minorities |            |           |           |          |          |                    |          |                     |                         |          |
|               | PT Project Coordinator   | 5           | I              | 1         | 0          | Male       | 1         | 1         | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |  |             |                |           |            | Female     | 0         | 0         | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |  |             |                |           |            | Non-binary | 0         | 0         | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |  |             |                |           |            | Unknown    | 0         | 0         | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               | Faculty Instructor<br>Science Administration                   | 2           | L              | 20        | 0          | Male       | 10        | 10        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |  |             |                |           |            | Female     | 10        | 10        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |  |             |                |           |            | Non-binary | 0         | 0         | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |  |             |                |           |            | Unknown    | 0         | 0         | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               | Senior Instructional<br>Dean of Science, Math<br>& Engineering | 1           | L              | 1         | 0          | Male       | 0         | 0         | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |  |             |                |           |            | Female     | 1         | 1         | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |  |             |                |           |            | Non-binary | 0         | 0         | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |  |             |                |           |            | Unknown    | 0         | 0         | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
| <b>Totals</b> |  |             |                | <b>49</b> | <b>2</b>   | Male       | <b>26</b> | <b>24</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>1</b>                | <b>1</b> |
|               |  |             |                |           | 4.08       | %          | 53.06     | 48.98     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 2.04                    | 2.04     |
|               |  |             |                |           |            | Female     | <b>23</b> | <b>22</b> | <b>0</b> | <b>0</b> | <b>1</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |  |             |                |           |            | %          | 46.94     | 44.90     | 0.00     | 0.00     | 2.04               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |  |             |                |           |            | Non-binary | <b>0</b>  | <b>0</b>  | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |  |             |                |           |            | %          | 0.00      | 0.00      | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |  |             |                |           |            | Unknown    | <b>0</b>  | <b>0</b>  | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |  |             |                |           |            | %          | 0.00      | 0.00      | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

Department: Social Science

Manager Name: Martinez, Philip

| Incl/<br>Excl | Job Title  | EEO<br>Code | Salary<br>Code | Total     |            |      | Total | White | Black | Asian | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races |   | Unknown |
|---------------|--|-------------|----------------|-----------|------------|------|-------|-------|-------|-------|--------------------|----------|---------------------|-------------------------|---|---------|
|               |  |             |                | Employees | Minorities |      |       |       |       |       |                    |          |                     |                         |   |         |
|               | PT Administrative<br>Coordinator                         | 5           | E              | 1         | 0          | Male | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0 | 0       |
| Female        |  |             |                |           |            | 1    | 1     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0 |         |
| Non-binary    |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0 |         |
| Unknown       |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0 |         |
|               | PT Credit Instructor<br>Social Science<br>Administration | 2           | H - K          | 17        | 2          | Male | 6     | 3     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 2 | 1       |
| Female        |  |             |                |           |            | 11   | 11    | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |   |         |
| Non-binary    |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0 |         |
| Unknown       |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0 |         |
|               | Project Coordinator -<br>Lead                            | 5           | I              | 1         | 0          | Male | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0 | 0       |
| Female        |  |             |                |           |            | 1    | 1     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |   |         |
| Non-binary    |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0 |         |
| Unknown       |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0 |         |
|               | PT Credit Instructor<br>AVP for SAS - H/R<br>Approval    | 2           | J              | 1         | 0          | Male | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0 | 0       |
| Female        |  |             |                |           |            | 1    | 1     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |   |         |
| Non-binary    |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0 |         |
| Unknown       |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0 |         |
|               | PT Credit Instructor<br>Science Administration           | 2           | K              | 1         | 0          | Male | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0 | 0       |
| Female        |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |   |         |
| Non-binary    |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0 |         |
| Unknown       |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0 |         |
|               | Dean of Social<br>Sciences                               | 1           | L              | 1         | 1          | Male | 1     | 0     | 0     | 0     | 0                  | 1        | 0                   | 0                       | 0 | 0       |
| Female        |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |   |         |
| Non-binary    |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0 |         |
| Unknown       |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0 |         |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

Department: Social Science

Manager Name: Martinez, Philip

| Incl/<br>Excl | Job Title  | EEO<br>Code | Salary<br>Code | Total             |            |                   | Total     | White     | Black    | Asian    | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races |          |
|---------------|--|-------------|----------------|-------------------|------------|-------------------|-----------|-----------|----------|----------|--------------------|----------|---------------------|-------------------------|----------|
|               |  |             |                | Employees         | Minorities |                   |           |           |          |          |                    |          |                     | Unknown                 | Unknown  |
|               | Faculty Instructor<br>Social Science<br>Administration | 2           | L              | 19                | 6          | <i>Male</i>       | 8         | 5         | 0        | 1        | 1                  | 0        | 0                   | 0                       | 1        |
|               |  |             |                | <i>Female</i>     | 11         | 7                 | 0         | 2         | 1        | 0        | 0                  | 1        | 0                   |                         |          |
|               |  |             |                | <i>Non-binary</i> | 0          | 0                 | 0         | 0         | 0        | 0        | 0                  | 0        | 0                   |                         |          |
|               |  |             |                | <i>Unknown</i>    | 0          | 0                 | 0         | 0         | 0        | 0        | 0                  | 0        | 0                   |                         |          |
| <b>Totals</b> |  |             |                | <b>41</b>         | <b>9</b>   | <i>Male</i>       | <b>16</b> | <b>9</b>  | <b>0</b> | <b>1</b> | <b>1</b>           | <b>1</b> | <b>0</b>            | <b>2</b>                | <b>2</b> |
|               |  |             |                |                   | 21.95      | %                 | 39.02     | 21.95     | 0.00     | 2.44     | 2.44               | 2.44     | 0.00                | 4.88                    | 4.88     |
|               |  |             |                |                   |            | <i>Female</i>     | <b>25</b> | <b>21</b> | <b>0</b> | <b>2</b> | <b>1</b>           | <b>0</b> | <b>0</b>            | <b>1</b>                | <b>0</b> |
|               |  |             |                |                   |            | %                 | 60.98     | 51.22     | 0.00     | 4.88     | 2.44               | 0.00     | 0.00                | 2.44                    | 0.00     |
|               |  |             |                |                   |            | <i>Non-binary</i> | <b>0</b>  | <b>0</b>  | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |  |             |                |                   |            | %                 | 0.00      | 0.00      | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |  |             |                |                   |            | <i>Unknown</i>    | <b>0</b>  | <b>0</b>  | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |  |             |                |                   |            | %                 | 0.00      | 0.00      | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |

## Department: Specialized Support Services

Manager Name: Gates Tapia, Anna

| Incl/<br>Excl | Job Title   | EEO<br>Code | Salary<br>Code | Total             |            |             | Total | White | Black | Asian | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races |         |
|---------------|---|-------------|----------------|-------------------|------------|-------------|-------|-------|-------|-------|--------------------|----------|---------------------|-------------------------|---------|
|               |   |             |                | Employees         | Minorities |             |       |       |       |       |                    |          |                     | Unknown                 | Unknown |
|               | PT Developmental<br>Disabilities Specialist 1       | 5           | D              | 6                 | 1          | <i>Male</i> | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |   |             |                | <i>Female</i>     | 5          | 4           | 0     | 0     | 1     | 0     | 0                  | 0        | 0                   |                         |         |
|               |   |             |                | <i>Non-binary</i> | 0          | 0           | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
|               |   |             |                | <i>Unknown</i>    | 0          | 0           | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
|               | Developmental<br>Disabilities Specialist 1-<br>Lead | 5           | E              | 2                 | 0          | <i>Male</i> | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |   |             |                | <i>Female</i>     | 1          | 1           | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
|               |   |             |                | <i>Non-binary</i> | 0          | 0           | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
|               |   |             |                | <i>Unknown</i>    | 0          | 0           | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

Department: Specialized Support Services

Manager Name: Gates Tapia, Anna

| Incl/<br>Excl | Job Title                                  | EEO<br>Code | Salary<br>Code | Total     |            |            | Total    | White    | Black    | Asian    | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown  |
|---------------|--|-------------|----------------|-----------|------------|------------|----------|----------|----------|----------|--------------------|----------|---------------------|-------------------------|----------|
|               |  |             |                | Employees | Minorities |            |          |          |          |          |                    |          |                     |                         |          |
|               | Project Coordinator                        | 5           | G              | 1         | 0          | Male       | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
| Female        |  |             |                |           |            | 1          | 1        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
| Non-binary    |  |             |                |           |            | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
| Unknown       |  |             |                |           |            | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
|               | Developmental<br>Disabilities Specialist 2 | 5           | G              | 1         | 0          | Male       | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
| Female        |  |             |                |           |            | 1          | 1        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
| Non-binary    |  |             |                |           |            | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
| Unknown       |  |             |                |           |            | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
| <b>Totals</b> |  |             |                | <b>10</b> | <b>1</b>   | Male       | <b>2</b> | <b>2</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |  |             |                |           | 10.00      | %          | 20.00    | 20.00    | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |  |             |                |           |            | Female     | <b>8</b> | <b>7</b> | <b>0</b> | <b>0</b> | <b>1</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |  |             |                |           |            | %          | 80.00    | 70.00    | 0.00     | 0.00     | 10.00              | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |  |             |                |           |            | Non-binary | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |  |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |  |             |                |           |            | Unknown    | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |  |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |

Department: Student Engagement

Manager Name: Falzarano, Jennifer

| Incl/<br>Excl | Job Title                    | EEO<br>Code | Salary<br>Code | Total     |            |      | Total | White | Black | Asian | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown |
|---------------|------------------------------|-------------|----------------|-----------|------------|------|-------|-------|-------|-------|--------------------|----------|---------------------|-------------------------|---------|
|               |                              |             |                | Employees | Minorities |      |       |       |       |       |                    |          |                     |                         |         |
|               | Administrative<br>Specialist | 5           | F              | 1         | 0          | Male | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Female        |                              |             |                |           |            | 1    | 1     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
| Non-binary    |                              |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |
| Unknown       |                              |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   |                         |         |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

Department: Student Engagement  
 Manager Name: Falzarano, Jennifer

| Incl/<br>Excl | Job Title                     | EEO<br>Code | Salary<br>Code | Total     |            |            | Total    | White    | Black    | Asian    | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown  |
|---------------|-------------------------------|-------------|----------------|-----------|------------|------------|----------|----------|----------|----------|--------------------|----------|---------------------|-------------------------|----------|
|               |                               |             |                | Employees | Minorities |            |          |          |          |          |                    |          |                     |                         |          |
|               | Dean of Student<br>Engagement | 1           | K              | 1         | 1          | Male       | 1        | 0        | 0        | 1        | 0                  | 0        | 0                   | 0                       | 0        |
|               |                               |             |                |           |            | Female     | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |                               |             |                |           |            | Non-binary | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |                               |             |                |           |            | Unknown    | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
| <b>Totals</b> |                               |             |                | <b>2</b>  | <b>1</b>   | Male       | <b>1</b> | <b>0</b> | <b>0</b> | <b>1</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |                               |             |                |           | 50.00      | %          | 50.00    | 0.00     | 0.00     | 50.00    | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |                               |             |                |           |            | Female     | <b>1</b> | <b>1</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |                               |             |                |           |            | %          | 50.00    | 50.00    | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |                               |             |                |           |            | Non-binary | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |                               |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |                               |             |                |           |            | Unknown    | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |                               |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |

Department: Student Success  
 Manager Name: Reeder, Jane

| Incl/<br>Excl | Job Title                            | EEO<br>Code | Salary<br>Code | Total     |            |            | Total | White | Black | Asian | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown |
|---------------|--------------------------------------|-------------|----------------|-----------|------------|------------|-------|-------|-------|-------|--------------------|----------|---------------------|-------------------------|---------|
|               |                                      |             |                | Employees | Minorities |            |       |       |       |       |                    |          |                     |                         |         |
|               | Administrative Support<br>Specialist | 5           | E              | 1         | 0          | Male       | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |                                      |             |                |           |            | Female     | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |                                      |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |                                      |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               | Administrative<br>Specialist         | 5           | F              | 1         | 1          | Male       | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |                                      |             |                |           |            | Female     | 1     | 0     | 0     | 0     | 1                  | 0        | 0                   | 0                       | 0       |
|               |                                      |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |                                      |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |

Incl - employee is included in this plan and department  
 Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

Main

Department: Student Success

Manager Name: Reeder, Jane

| Incl/<br>Excl | Job Title                     | EEO<br>Code | Salary<br>Code | Total     |            |            | Total    | White    | Black      | Asian    | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown  |   |   |   |
|---------------|-------------------------------|-------------|----------------|-----------|------------|------------|----------|----------|------------|----------|--------------------|----------|---------------------|-------------------------|----------|---|---|---|
|               |                               |             |                | Employees | Minorities |            |          |          |            |          |                    |          |                     |                         |          |   |   |   |
|               | Project Coordinator -<br>Lead | 5           | I              | 1         | 0          | Male       | 1        | 1        | 0          | 0        | 0                  | 0        | 0                   | 0                       | 0        |   |   |   |
|               |                               |             |                |           |            |            |          | Female   | 0          | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0 | 0 |   |
|               |                               |             |                |           |            |            |          |          | Non-binary | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0 | 0 | 0 |
|               |                               |             |                |           |            |            |          |          | Unknown    | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0 | 0 | 0 |
|               |                               |             |                |           |            |            |          |          |            |          |                    |          |                     |                         |          |   |   |   |
| <b>Totals</b> |                               |             |                | <b>3</b>  | <b>1</b>   | Male       | <b>1</b> | <b>1</b> | <b>0</b>   | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |   |   |   |
|               |                               |             |                |           | 33.33      | %          | 33.33    | 33.33    | 0.00       | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |   |   |   |
|               |                               |             |                |           |            | Female     | <b>2</b> | <b>1</b> | <b>0</b>   | <b>0</b> | <b>1</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |   |   |   |
|               |                               |             |                |           |            | %          | 66.67    | 33.33    | 0.00       | 0.00     | 33.33              | 0.00     | 0.00                | 0.00                    | 0.00     |   |   |   |
|               |                               |             |                |           |            | Non-binary | <b>0</b> | <b>0</b> | <b>0</b>   | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |   |   |   |
|               |                               |             |                |           |            | %          | 0.00     | 0.00     | 0.00       | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |   |   |   |
|               |                               |             |                |           |            | Unknown    | <b>0</b> | <b>0</b> | <b>0</b>   | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |   |   |   |
|               |                               |             |                |           |            | %          | 0.00     | 0.00     | 0.00       | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |   |   |   |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

Department: Telecommunications

Manager Name: Rankin, Fred

| Incl/<br>Excl | Job Title                          | EEO<br>Code | Salary<br>Code | Total     |            |            | Total    | White    | Black    | Asian    | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown  |          |   |
|---------------|------------------------------------|-------------|----------------|-----------|------------|------------|----------|----------|----------|----------|--------------------|----------|---------------------|-------------------------|----------|----------|---|
|               |                                    |             |                | Employees | Minorities |            |          |          |          |          |                    |          |                     |                         |          |          |   |
|               | Lead Telephone<br>Console Operator | 5           | E              | 1         | 0          | Male       | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0        |   |
| Female        |                                    |             |                |           |            | 1          | 1        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0        | 0 |
| Non-binary    |                                    |             |                |           |            | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0        | 0 |
| Unknown       |                                    |             |                |           |            | 0          | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0        | 0 |
| <b>Totals</b> |                                    |             |                | <b>1</b>  | <b>0</b>   | Male       | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> | <b>0</b> |   |
|               |                                    |             |                |           | 0.00       | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     | 0.00     |   |
|               |                                    |             |                |           |            | Female     | <b>1</b> | <b>1</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> | <b>0</b> |   |
|               |                                    |             |                |           |            | %          | 100.00   | 100.00   | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     | 0.00     |   |
|               |                                    |             |                |           |            | Non-binary | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> | <b>0</b> |   |
|               |                                    |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     | 0.00     |   |
|               |                                    |             |                |           |            | Unknown    | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> | <b>0</b> |   |
|               |                                    |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     | 0.00     |   |

Department: TRIO

Manager Name: Polk, Gwen

| Incl/<br>Excl | Job Title                              | EEO<br>Code | Salary<br>Code | Total     |            |      | Total | White | Black | Asian | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown |
|---------------|--|-------------|----------------|-----------|------------|------|-------|-------|-------|-------|--------------------|----------|---------------------|-------------------------|---------|
|               |  |             |                | Employees | Minorities |      |       |       |       |       |                    |          |                     |                         |         |
|               | PT Office Support<br>Specialist        | 5           | C - D          | 2         | 1          | Male | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Female        |  |             |                |           |            | 2    | 1     | 0     | 1     | 0     | 0                  | 0        | 0                   | 0                       |         |
| Non-binary    |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
| Unknown       |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               | PT Instructional<br>Support Specialist | 5           | C - D          | 4         | 2          | Male | 1     | 0     | 0     | 0     | 0                  | 0        | 0                   | 1                       | 0       |
| Female        |  |             |                |           |            | 3    | 2     | 0     | 1     | 0     | 0                  | 0        | 0                   | 0                       |         |
| Non-binary    |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
| Unknown       |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

Main

Department: TRIO

Manager Name: Polk, Gwen

| Incl/<br>Excl | Job Title                         | EEO<br>Code | Salary<br>Code | Total     |            |            | Total | White | Black | Asian | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown |
|---------------|-----------------------------------|-------------|----------------|-----------|------------|------------|-------|-------|-------|-------|--------------------|----------|---------------------|-------------------------|---------|
|               |                                   |             |                | Employees | Minorities |            |       |       |       |       |                    |          |                     |                         |         |
|               | PT Student Services<br>Specialist | 5           | D              | 1         | 1          | Male       | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |                                   |             |                |           |            | Female     | 1     | 0     | 0     | 0     | 0                  | 1        | 0                   | 0                       | 0       |
|               |                                   |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |                                   |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               | Student Advisor 1                 | 5           | D              | 1         | 1          | Male       | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |                                   |             |                |           |            | Female     | 1     | 0     | 1     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |                                   |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |                                   |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               | PT Instructional<br>Specialist    | 5           | D              | 1         | 0          | Male       | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |                                   |             |                |           |            | Female     | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |                                   |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |                                   |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               | Instructional Specialist          | 5           | F              | 1         | 0          | Male       | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |                                   |             |                |           |            | Female     | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |                                   |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |                                   |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               | Project Coordinator               | 5           | F              | 1         | 0          | Male       | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |                                   |             |                |           |            | Female     | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |                                   |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
|               |                                   |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

Main

Department: TRIO

Manager Name: Polk, Gwen

| Incl/<br>Excl | Job Title                              | EEO<br>Code | Salary<br>Code | Total     |            |            | Total    | White    | Black    | Asian    | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown  |
|---------------|--|-------------|----------------|-----------|------------|------------|----------|----------|----------|----------|--------------------|----------|---------------------|-------------------------|----------|
|               |  |             |                | Employees | Minorities |            |          |          |          |          |                    |          |                     |                         |          |
|               | Program Director -<br>TRiO / TRiO Stem | 1           | I              | 1         | 1          | Male       | 1        | 0        | 0        | 0        | 1                  | 0        | 0                   | 0                       | 0        |
|               |  |             |                |           |            | Female     | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |  |             |                |           |            | Non-binary | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |  |             |                |           |            | Unknown    | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
| <b>Totals</b> |  |             |                | <b>12</b> | <b>6</b>   | Male       | <b>4</b> | <b>2</b> | <b>0</b> | <b>0</b> | <b>1</b>           | <b>0</b> | <b>0</b>            | <b>1</b>                | <b>0</b> |
|               |  |             |                |           | 50.00      | %          | 33.33    | 16.67    | 0.00     | 0.00     | 8.33               | 0.00     | 0.00                | 8.33                    | 0.00     |
|               |  |             |                |           |            | Female     | <b>8</b> | <b>4</b> | <b>1</b> | <b>2</b> | <b>0</b>           | <b>1</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |  |             |                |           |            | %          | 66.67    | 33.33    | 8.33     | 16.67    | 0.00               | 8.33     | 0.00                | 0.00                    | 0.00     |
|               |  |             |                |           |            | Non-binary | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |  |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |  |             |                |           |            | Unknown    | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |  |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

Main

Department: TRIO - Stem

| Incl/<br>Excl | Job Title                              | EEO<br>Code | Salary<br>Code | Total     |            |            | Total    | White    | Black      | Asian    | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown  |   |   |   |
|---------------|--|-------------|----------------|-----------|------------|------------|----------|----------|------------|----------|--------------------|----------|---------------------|-------------------------|----------|---|---|---|
|               |  |             |                | Employees | Minorities |            |          |          |            |          |                    |          |                     |                         |          |   |   |   |
|               | PT Instructional<br>Support Specialist | 5           | E              | 1         | 0          | Male       | 1        | 1        | 0          | 0        | 0                  | 0        | 0                   | 0                       | 0        |   |   |   |
|               |  |             |                |           |            |            |          | Female   | 0          | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0 | 0 |   |
|               |  |             |                |           |            |            |          |          | Non-binary | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0 | 0 | 0 |
|               |  |             |                |           |            |            |          |          | Unknown    | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0 | 0 | 0 |
| <b>Totals</b> |  |             |                | <b>1</b>  | <b>0</b>   | Male       | <b>1</b> | <b>1</b> | <b>0</b>   | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |   |   |   |
|               |  |             |                |           | 0.00       | %          | 100.00   | 100.00   | 0.00       | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |   |   |   |
|               |  |             |                |           |            | Female     | <b>0</b> | <b>0</b> | <b>0</b>   | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |   |   |   |
|               |  |             |                |           |            | %          | 0.00     | 0.00     | 0.00       | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |   |   |   |
|               |  |             |                |           |            | Non-binary | <b>0</b> | <b>0</b> | <b>0</b>   | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |   |   |   |
|               |  |             |                |           |            | %          | 0.00     | 0.00     | 0.00       | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |   |   |   |
|               |  |             |                |           |            | Unknown    | <b>0</b> | <b>0</b> | <b>0</b>   | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |   |   |   |
|               |  |             |                |           |            | %          | 0.00     | 0.00     | 0.00       | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |   |   |   |

Incl - employee is included in this plan and department  
 Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

Department: Veterans Center

| Incl/<br>Excl | Job Title           | EEO<br>Code | Salary<br>Code | Total     |            |            | Total    | White    | Black    | Asian    | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races |          |          |
|---------------|---------------------|-------------|----------------|-----------|------------|------------|----------|----------|----------|----------|--------------------|----------|---------------------|-------------------------|----------|----------|
|               |                     |             |                | Employees | Minorities |            |          |          |          |          |                    |          |                     | Unknown                 | Unknown  |          |
|               | Project Coordinator | 5           | H              | 1         | 0          | Male       | 1        | 1        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0        |
|               |                     |             |                |           |            | Female     | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0        |
|               |                     |             |                |           |            | Non-binary | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0        |
|               |                     |             |                |           |            | Unknown    | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0        |
| <b>Totals</b> |                     |             |                | <b>1</b>  | <b>0</b>   | Male       | <b>1</b> | <b>1</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> | <b>0</b> |
|               |                     |             |                |           | 0.00       | %          | 100.00   | 100.00   | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     | 0.00     |
|               |                     |             |                |           |            | Female     | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> | <b>0</b> |
|               |                     |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     | 0.00     |
|               |                     |             |                |           |            | Non-binary | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> | <b>0</b> |
|               |                     |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     | 0.00     |
|               |                     |             |                |           |            | Unknown    | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> | <b>0</b> |
|               |                     |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     | 0.00     |

## Department: Visual Arts Department

| Incl/<br>Excl | Job Title                          | EEO<br>Code | Salary<br>Code | Total     |            |            | Total | White | Black | Asian | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races |         |   |
|---------------|------------------------------------|-------------|----------------|-----------|------------|------------|-------|-------|-------|-------|--------------------|----------|---------------------|-------------------------|---------|---|
|               |                                    |             |                | Employees | Minorities |            |       |       |       |       |                    |          |                     | Unknown                 | Unknown |   |
|               | PT Instructional<br>Specialist     | 5           | D - E          | 4         | 0          | Male       | 3     | 3     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |
|               |                                    |             |                |           |            | Female     | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |
|               |                                    |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |
|               |                                    |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |
|               | PT Credit Instructor<br>Media Arts | 2           | H              | 2         | 1          | Male       | 2     | 1     | 1     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |
|               |                                    |             |                |           |            | Female     | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |
|               |                                    |             |                |           |            | Non-binary | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |
|               |                                    |             |                |           |            | Unknown    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

Main

Department: Visual Arts Department

| Incl/<br>Excl | Job Title  | EEO<br>Code | Salary<br>Code | Total     |            |            | Total     | White    | Black    | Asian    | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown  |
|---------------|--|-------------|----------------|-----------|------------|------------|-----------|----------|----------|----------|--------------------|----------|---------------------|-------------------------|----------|
|               |  |             |                | Employees | Minorities |            |           |          |          |          |                    |          |                     |                         |          |
|               | PT Credit Instructor<br>Performing Arts<br>Administratio | 2           | I              | 1         | 0          | Male       | 1         | 1        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |  |             |                |           |            | Female     | 0         | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
|               |  |             |                |           |            | Non-binary | 0         | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
|               |  |             |                |           |            | Unknown    | 0         | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       |          |
|               | PT Credit Instructor<br>Visual Arts Instruction          | 2           | I - K          | 5         | 1          | Male       | 0         | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |  |             |                |           |            | Female     | 5         | 4        | 0        | 0        | 0                  | 0        | 0                   | 1                       | 0        |
|               |  |             |                |           |            | Non-binary | 0         | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |  |             |                |           |            | Unknown    | 0         | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               | Faculty Instructor<br>Media Arts                         | 2           | L              | 1         | 0          | Male       | 0         | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |  |             |                |           |            | Female     | 1         | 1        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |  |             |                |           |            | Non-binary | 0         | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |  |             |                |           |            | Unknown    | 0         | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               | Faculty Instructor<br>Visual Arts Instruction            | 2           | L              | 7         | 0          | Male       | 4         | 4        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |  |             |                |           |            | Female     | 3         | 2        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 1        |
|               |  |             |                |           |            | Non-binary | 0         | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |  |             |                |           |            | Unknown    | 0         | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
| <b>Totals</b> |  |             |                | <b>20</b> | <b>2</b>   |            | <b>10</b> | <b>9</b> | <b>1</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |  |             |                |           | 10.00      | %          | 50.00     | 45.00    | 5.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |  |             |                |           |            | Female     | <b>10</b> | <b>8</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>1</b>                | <b>1</b> |
|               |  |             |                |           |            | %          | 50.00     | 40.00    | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 5.00                    | 5.00     |
|               |  |             |                |           |            | Non-binary | <b>0</b>  | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |  |             |                |           |            | %          | 0.00      | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |  |             |                |           |            | Unknown    | <b>0</b>  | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |  |             |                |           |            | %          | 0.00      | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |

Incl - employee is included in this plan and department  
 Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

Department: VP Academic & Student Affairs

Manager Name: Jarrell, Paul

| Incl/<br>Excl | Job Title  | EEO<br>Code | Salary<br>Code | Total     |            |      | Total | White | Black | Asian | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown |
|---------------|--|-------------|----------------|-----------|------------|------|-------|-------|-------|-------|--------------------|----------|---------------------|-------------------------|---------|
|               |  |             |                | Employees | Minorities |      |       |       |       |       |                    |          |                     |                         |         |
|               | Administrative<br>Coordinator                            | 5           | F              | 2         | 0          | Male | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Female        |  |             |                |           |            | 2    | 2     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
| Non-binary    |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
| Unknown       |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               | Project Coordinator                                      | 5           | G - H          | 2         | 1          | Male | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Female        |  |             |                |           |            | 1    | 0     | 0     | 1     | 0     | 0                  | 0        | 0                   | 0                       |         |
| Non-binary    |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
| Unknown       |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               | Project Coordinator 2 -<br>Bilingual                     | 5           | I              | 1         | 0          | Male | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Female        |  |             |                |           |            | 1    | 1     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
| Non-binary    |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
| Unknown       |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               | Associate Vice<br>President for CTE &<br>Workforce       | 1           | L              | 1         | 0          | Male | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Female        |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
| Non-binary    |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
| Unknown       |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               | Vice President of<br>Student Affairs                     | 1           | L              | 1         | 0          | Male | 1     | 1     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Female        |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
| Non-binary    |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
| Unknown       |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
|               | Associate Vice<br>President for the<br>College of Arts & | 1           | L              | 1         | 0          | Male | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       | 0       |
| Female        |  |             |                |           |            | 1    | 1     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
| Non-binary    |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |
| Unknown       |  |             |                |           |            | 0    | 0     | 0     | 0     | 0     | 0                  | 0        | 0                   | 0                       |         |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

## Main

Department: VP Academic & Student Affairs

Manager Name: Jarrell, Paul

| Incl/<br>Excl | Job Title                              | EEO<br>Code | Salary<br>Code | Total     |            |            | Total    | White    | Black      | Asian    | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown  |   |   |   |
|---------------|--|-------------|----------------|-----------|------------|------------|----------|----------|------------|----------|--------------------|----------|---------------------|-------------------------|----------|---|---|---|
|               |  |             |                | Employees | Minorities |            |          |          |            |          |                    |          |                     |                         |          |   |   |   |
|               | Vice President for<br>Academic Affairs | 1           | L              | 1         | 0          | Male       | 0        | 0        | 0          | 0        | 0                  | 0        | 0                   | 0                       | 0        |   |   |   |
|               |  |             |                |           |            |            |          |          |            |          |                    |          |                     |                         |          |   |   |   |
|               |  |             |                |           |            |            |          |          | Female     | 1        | 1                  | 0        | 0                   | 0                       | 0        | 0 | 0 | 0 |
|               |  |             |                |           |            |            |          |          | Non-binary | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0 | 0 | 0 |
|               |  |             |                |           |            |            |          |          | Unknown    | 0        | 0                  | 0        | 0                   | 0                       | 0        | 0 | 0 | 0 |
| <b>Totals</b> |  |             |                | <b>9</b>  | <b>1</b>   | Male       | <b>3</b> | <b>3</b> | <b>0</b>   | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |   |   |   |
|               |  |             |                |           | 11.11      | %          | 33.33    | 33.33    | 0.00       | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |   |   |   |
|               |  |             |                |           |            | Female     | <b>6</b> | <b>5</b> | <b>0</b>   | <b>1</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |   |   |   |
|               |  |             |                |           |            | %          | 66.67    | 55.56    | 0.00       | 11.11    | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |   |   |   |
|               |  |             |                |           |            | Non-binary | <b>0</b> | <b>0</b> | <b>0</b>   | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |   |   |   |
|               |  |             |                |           |            | %          | 0.00     | 0.00     | 0.00       | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |   |   |   |
|               |  |             |                |           |            | Unknown    | <b>0</b> | <b>0</b> | <b>0</b>   | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |   |   |   |
|               |  |             |                |           |            | %          | 0.00     | 0.00     | 0.00       | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |   |   |   |

## Department: Workforce Development

| Incl/<br>Excl | Job Title   | EEO<br>Code | Salary<br>Code | Total     |            |      | Total | White | Black      | Asian | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown |   |   |   |
|---------------|---|-------------|----------------|-----------|------------|------|-------|-------|------------|-------|--------------------|----------|---------------------|-------------------------|---------|---|---|---|
|               |   |             |                | Employees | Minorities |      |       |       |            |       |                    |          |                     |                         |         |   |   |   |
|               | Project Coordinator                               | 5           | G              | 1         | 0          | Male | 0     | 0     | 0          | 0     | 0                  | 0        | 0                   | 0                       | 0       |   |   |   |
|               |   |             |                |           |            |      |       |       |            |       |                    |          |                     |                         |         |   |   |   |
|               |   |             |                |           |            |      |       |       | Female     | 1     | 1                  | 0        | 0                   | 0                       | 0       | 0 | 0 | 0 |
|               |   |             |                |           |            |      |       |       | Non-binary | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 | 0 |
|               |   |             |                |           |            |      |       |       | Unknown    | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 | 0 |
|               | Career Connected<br>Learning Systems<br>Navigator | 1           | I              | 1         | 0          | Male | 0     | 0     | 0          | 0     | 0                  | 0        | 0                   | 0                       | 0       |   |   |   |
|               |   |             |                |           |            |      |       |       |            |       |                    |          |                     |                         |         |   |   |   |
|               |   |             |                |           |            |      |       |       | Female     | 1     | 1                  | 0        | 0                   | 0                       | 0       | 0 | 0 | 0 |
|               |   |             |                |           |            |      |       |       | Non-binary | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 | 0 |
|               |   |             |                |           |            |      |       |       | Unknown    | 0     | 0                  | 0        | 0                   | 0                       | 0       | 0 | 0 | 0 |

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

# Workforce Analysis

Analysis Data as of 12/29/2023

Main

Department: Workforce Development

| Incl/<br>Excl | Job Title                        | EEO<br>Code | Salary<br>Code | Total     |            |            | Total    | White    | Black    | Asian    | Native<br>American | Hispanic | Pacific<br>Islander | Two or<br>more<br>races | Unknown  |
|---------------|----------------------------------|-------------|----------------|-----------|------------|------------|----------|----------|----------|----------|--------------------|----------|---------------------|-------------------------|----------|
|               |                                  |             |                | Employees | Minorities |            |          |          |          |          |                    |          |                     |                         |          |
|               | Dean of Workforce<br>Development | 1           | K              | 1         | 1          | Male       | 1        | 0        | 0        | 1        | 0                  | 0        | 0                   | 0                       | 0        |
|               |                                  |             |                |           |            | Female     | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |                                  |             |                |           |            | Non-binary | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
|               |                                  |             |                |           |            | Unknown    | 0        | 0        | 0        | 0        | 0                  | 0        | 0                   | 0                       | 0        |
| <b>Totals</b> |                                  |             |                | <b>3</b>  | <b>1</b>   | Male       | <b>1</b> | <b>0</b> | <b>0</b> | <b>1</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |                                  |             |                |           |            | %          | 33.33    | 0.00     | 0.00     | 33.33    | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |                                  |             |                |           |            | Female     | <b>2</b> | <b>2</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |                                  |             |                |           |            | %          | 66.67    | 66.67    | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |                                  |             |                |           |            | Non-binary | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |                                  |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |
|               |                                  |             |                |           |            | Unknown    | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>           | <b>0</b> | <b>0</b>            | <b>0</b>                | <b>0</b> |
|               |                                  |             |                |           |            | %          | 0.00     | 0.00     | 0.00     | 0.00     | 0.00               | 0.00     | 0.00                | 0.00                    | 0.00     |

Incl - employee is included in this plan and department  
 Excl - employee is excluded from this plan and department