EXECUTIVE ORDER 11246 AFFIRMATIVE ACTION PLAN (AAP)

for

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SACRAMENTO STATE

November 1, 2023 – October 31, 2024

EIN (tax) #: 94-6001347

PART I: AAP FOR MINORITIES AND WOMEN

PART II: AAP FOR PROTECTED VETERANS AND INDIVIDUALS WITH DISABILITIES

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AAP
FOR SACRAMENTO STATE

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INTRODUCTION TO PARTS I AND II

BACKGROUND

In accordance with applicable state and federal laws, it is the policy of Sacramento State ("Sacramento State" or the "University) not to engage in discriminatory practices against, or harassment of, any person employed or seeking employment with the University, on the basis of race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age, sexual orientation, military and veteran status (as defined by the Vietnam-Era Veterans' Readjustment Assistance Act of 1974, as amended), pregnancy (including pregnancy disability leave), or denial of medical and family care leave. This policy applies to all employment practices, including recruitment, selection, promotion, transfer, merit pay increases, salary, training and development, demotion, separation, and all other privileges and conditions of employment.

In addition, it is the policy of the University to undertake affirmative action, consistent with its obligation as a federal contractor, for underutilized minorities and women, persons with disabilities, and veterans. Because Sacramento State is a federal government supply and service contractor, it is subject to the affirmative action requirements of Executive Order 11246, the Rehabilitation Act of 1973 as amended, and the Vietnam Veterans' Readjustment Assistance Act of 1974, Section 4212. Because Sacramento State has $50,000 or more in annual contracts with the federal government and employs 50 or more employees, we are required to prepare annual written Affirmative Action Plans for minorities and women, for covered veterans, and for persons with disabilities for our organization. Failure to comply with these laws and their implementing regulations, which are enforced by the Office of Federal Contract Compliance Programs (OFCCP), can result in debarment of the University from future contracts and subcontracts.

Affirmative Action

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

As stipulated in federal regulations, a prerequisite to the development of a satisfactory Affirmative Action Plan (AAP) is the evaluation of opportunities for protected group members, as well as an identification and analysis of problem areas inherent in their employment. Also, where a statistical analysis of the employee workforce reveals a numeric disparity between incumbency and availability of minorities or women, an adequate AAP details specific affirmative action steps to guarantee equal employment opportunity. These steps are keyed to the problems and needs of protected group members. For minorities and women, such steps include the development of hiring and promotion goals to rectify the disparity between incumbency and availability. It is toward this end that the following Sacramento State AAP was developed.

Inquiries regarding the University equal employment opportunity policies may be directed to the Office of Human Resources at (916) 278-6078.

APPLICABLE AFFIRMATIVE ACTION LAWS AND REGULATIONS

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

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

Under Section 503, a business with a federal contract of more than $15,000 is required to treat qualified individuals with disabilities without discrimination on the basis of their physical or mental disability in all employment practices, and to take affirmative action to employ and advance in employment individuals with disabilities. If Sacramento State has at least 50 employees and a single contract of $50,000 or more, then it must also develop a Section 503 AAP, as described in 41 CFR 60-741, Subpart C. Section 503 applies to businesses with federal construction contracts, but not to businesses with federally assisted construction contracts.

Under VEVRAA, a business with a federal contract of $150,000 or more is required to treat qualified individuals without discrimination based on their status as a protected veteran in all employment practices, and to take affirmative action to employ and advance in employment protected veterans. If Sacramento State has at least 50 employees and a single contract of $150,000 or more, then it must also develop a VEVRAA AAP, as described in 41 CFR 60-300, Subpart C. VEVRAA applies to businesses with federal construction contracts, but not to businesses with federally assisted construction contracts.

PROTECTED GROUPS

Coverage under affirmative action laws and regulations applies to:

> Women and minorities who are recognized as belonging to or identifying with the following race or ethnic groups: Blacks/African Americans, Hispanics/Latinos, Asians/Pacific Islanders, and American Indians/Alaskan Natives.
>
> Any veteran who is entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Secretary of Veterans Affairs, or who was discharged or released from active duty because of a service-connected disability.
>
> Recently separated veterans: any veteran currently within three-years of discharge or release from active duty.
>
> Veterans who served on active duty in the U.S. military during a war or campaign or expedition for which a campaign badge is awarded.

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

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

PROGRAM TERMINOLOGY

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

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

The grouping of job titles into a given job group does not suggest that Sacramento State believes the jobs so grouped are of comparable worth.

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

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

RELIANCE ON EEOC'S GUIDELINES

Although Sacramento State does not believe any violation of Title VII of the Civil Rights Act exists, it has developed this AAP in accordance with and in reliance upon the EEOC's Guidelines on Affirmative Action, Title 29 Code of Federal Regulations, Part 1608.

REPORTING PERIOD

This AAP is designed to cover the following reporting period,

- AAP implementation period: November 1, 2023 – October 31, 2024
- Transaction period: November 1, 2022 – October 31, 2023

STATEMENT OF PURPOSE FOR PARTS I AND II

This AAP has been designed to bring women and men, members of minority groups, protected veterans, and individuals with disabilities into all levels and segments of Sacramento State's workforce in proportion to their representation in the qualified relevant labor market.

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

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

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

1. Where we stand now,

2. Where we must go,

3. How best to get there.

These three concepts <u>are</u> the Affirmative Action Plan.

SACRAMENTO STATE

PART I: AFFIRMATIVE ACTION PLAN FOR MINORITIES AND WOMEN

FOR

NOVEMBER 1, 2023 – OCTOBER 31, 2024

PART I

AAP FOR MINORITIES AND WOMEN

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PART I: AAP FOR MINORITIES AND WOMEN

CHAPTER 1: ORGANIZATIONAL PROFILE
41 C.F.R. § 60-2.11

Workforce Analysis/Lines of Progression

Sacramento State conducted a workforce analysis to identify employees at Sacramento State by gender and race/ethnicity in each job title. The data was collected from payroll records dated October 31, 2023.

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

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

Lines of Progression

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

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

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

CHAPTER 2: JOB GROUP ANALYSIS
41 C.F.R. § 60-2.12

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

Many job titles are so similar in content that handling them individually in the AAP is not necessary. Grouping together these very similar titles is appropriate for the comparison of incumbency to availability. For many job titles, the availability data that can be collected is limited, and the same data must be used for several related jobs. Therefore, grouping these related titles together is logical. Also, many job titles have so few incumbents in them that identifying disparities between incumbency and availability by job title is meaningless—as problem areas would be identified in terms of fractions of people. By grouping several similar titles and increasing the number of employees involved, a meaningful comparison can be conducted; any identified problem areas are more likely to be in terms of whole people. Consequently, goals established to correct problem areas are also more likely to be in terms of whole people.

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

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

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

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

CHAPTER 3: PLACEMENT OF INCUMBENTS IN JOB GROUPS
41 C.F.R. § 60-2.13

Each job group appears on a Job Group Report with a job group name and number. The report lists each job title in the job group. For each job title, the worksheet provides the following information: EEO reporting category, job title, employee headcounts for each job title, and overall percentages by gender and race/ethnicity as of October 31, 2023.

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

CHAPTER 4: DETERMINING AVAILABILITY
41 C.F.R. § 60-2.14

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

Steps in Comparison of Incumbency to Availability

Identify Availability Factors

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

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

See the ***Zip Code Analysis*** report for the counties included in the local labor area.
Note: Zip code analysis results only apply to job groups where populated census data is available.

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

Assign Internal and External Factor Weights: Weights were assigned to each factor for each job group. A combination of historical data and experience were used to determine the weights. Weights were never assigned in an effort to hide or reduce problem areas.

Identify Final Availability: Weights were multiplied by the component-specific data to produce

weighted data for each component. Weighted data for each component was summed. This produced a final availability estimate for each sex and race/ethnic group, as well as for minorities in the aggregate.[1]

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

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

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

Once final availability estimates were made for each job group, Sacramento State compared the percentage of incumbents in each job group to their corresponding availability. A comparison was made between the percentage employed as of October 31, 2023 and that group's final availability.

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

CHAPTER 6: PLACEMENT GOALS
41 C.F.R. § 60-2.16

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

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

See the ***Placement Goals*** report for each job group and the ***Goals Progress Report*** for progress made since the previous AAP.

CHAPTER 7: DESIGNATION OF RESPONSIBILITY
41 C.F.R. § 60-2.17(A)

As part of its efforts to ensure equal employment opportunity to all individuals, Sacramento State has designated specific responsibilities to various staff to ensure the AAP focuses on all components of the employment system. To that end, the President, Vice President for Inclusive Excellence/University Diversity Officer, Vice Provost for Faculty Affairs, Senior Associate Vice President of Human Resources, the Executive Director for Equal Opportunity, the Executive Director for Universal Access and Inclusion, and those employed as supervisors and managers have undertaken the responsibilities described below.

President

The primary responsibility and accountability for implementing the AAP rests with the President of Sacramento State. The President is responsible, through the persons identified below, for adherence to the CSU system wide and Sacramento State campus policies of equal employment opportunity and affirmative action. The President's role includes, but is not limited to, the following duties:

1. Designate appropriate personnel with the responsibility for overseeing, administering, implementing, and monitoring Sacramento State's AAP. Ensure that these personnel are identified in writing by name and job title.
2. Ensure that those designated personnel responsible for all AAP components are given the necessary authority and top management support and staffing to successfully implement their assigned responsibilities.
3. Impart the personal direction that ensures total involvement and commitment to equal employment opportunity programs through Sacramento State's AAP.

Vice President for Inclusive Excellence

Reporting directly to the President, the Vice President is responsible for ensuring that Sacramento State's commitment to equity, diversity, and inclusion is evident throughout our University broadly communicated and practiced for the greater good of the Sacramento community.

Vice Provost for Faculty Success

The Vice Provost for Faculty Success reports directly to the Provost/Vice President for Academic Affairs and is responsible for, among other things, campus compliance with law and policy affecting our employees. This position is responsible for coordination of personnel programs for faculty employees, including contract administration, grievance monitoring, and implementation of policies and programs mandated for employees; revisions and dissemination of the University ARTP Policy; provision of support to University administration on matters relating to academic personnel policies; training for department chairs and faculty hiring committees; and orientation of new faculty.

Senior Associate Vice President for Human Resources

Reporting directly to the Vice President for Administration and Chief Financial Officer, the Senior Associate Vice President for Human Resources is responsible for monitoring the impact of the implementation of campus programs on our affirmative action goals and objectives.

Executive Director for Universal Access and Inclusion

Reporting directly to the Vice President for Inclusive Excellence/University Diversity Officer, the Executive Director for Universal Access and Inclusion serves as Sacramento State's ADA/Section 504 Administrator. The Executive Director focuses on examining disability and ableism as they relate to other forms of oppression and identity such as race, class, gender and gender identity etc. Executive Director for Universal Access provides consultative services for the university community and is responsible for ensuring that the directives of the President and Vice President for Inclusive Excellence/University Diversity Officer relevant to ADA/Section 504 are implemented.

Executive Director of Equal Opportunity

Reporting directly to the Vice President for Inclusive Excellence/University Diversity Officer, the Executive Director of Equal Opportunity/Title IX Coordinator/DHR Administrator is designated as the campus Affirmative Action Officer, Title IX Coordinator, DHR Administrator, and is responsible for ensuring that the directives of the President, Vice Provost, Faculty Success, Vice President for Inclusive Excellence and the Senior Vice President for Human Resources relevant to affirmative action are implemented. The duties of the Executive Director of Equal Opportunity/Title IX Coordinator include, but are not limited to, the following:

1. In collaboration with University Leadership and Human resources, provide direction to Sacramento State's employees, as necessary, to carry out all actions required to meet Sacramento State's equal employment opportunity and affirmative action commitments.

2. Review, report on, and update Sacramento State's AAP at least on an annual basis in accordance with stated policy.

3. Assist the President, Senior Vice President for Human Resources, Vice Provost, Faculty Success, and Vice President for Inclusive Excellence in designing and effectively implementing the AAP throughout all campus departments.

Managers and Supervisors

In their direct day-to-day contact with Sacramento State's employees, managers and supervisors have assumed certain responsibilities to help the Institution ensure compliance with equal employment opportunity programs and effective implementation of the AAP. These include, but are not limited to, the following:

1. Aggressively adhere to Sacramento State's equal employment opportunity and affirmative action policy.

A. Support and assist University leadership in developing, maintaining, and successfully implementing the AAP.

B. Take action to prevent discrimination and/or harassment of all employees.

2. Assign employees to significant jobs that might lead to greater personal growth and value, and counsel them with respect to what is needed for upward mobility within the employment structure.

3. Ensure that all interviews, offers of employment and/or wage commitments are consistent with Sacramento State's policy.

4. Implement the internal promotion and transfer of all employees under their supervision consistent with AAP goals and objectives.

5. Assist in identifying problem areas and provide needed information for establishing and meeting department affirmative action goals and objectives.

Faculty Employees

1. Conducting themselves in the classroom, on the campus, or at any University-sponsored off-campus activity (including travel) in a manner that ensures that their actions do not discriminate against and/or harass any other individual; ensuring the classroom is free from discrimination and/or harassment.

2. Avoiding romantic relationships with students, as the difference in power may create a negative or an uncomfortable environment for others, who might perceive the relationship as preferential treatment.

3. Immediately responding to and reporting allegations of discrimination/sexual harassment (including sexual misconduct) to the Title IX Coordinator/DHR Administrator.

4. Cooperating in, and honoring the confidentiality of, fact-finding and/or complaint investigations.

Staff Employees

1. Conducting themselves in the workplace, on the campus, or at any University-sponsored off-campus activity (including travel) in a manner that ensures that their actions do not discriminate against and/or harass any other individual.

2. Immediately responding to and reporting allegations of discrimination/sexual harassment (including sexual misconduct) to the Title IX Coordinator/DHR Administrator.

3. Cooperating in, and honoring the confidentiality of, fact-finding and/or complaint investigations.

CHAPTER 8: IDENTIFICATION OF PROBLEM AREAS
41 C.F.R. § 60-2.17(B)

Terminology

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

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

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

Our analyses are conducted against this backdrop. When the analyses of personnel transactions identify potential problem areas, further review and analysis will be conducted to determine if problems actually exist. To the extent that the results of this review and analysis suggest that corrective action is warranted, Sacramento State is committed to taking such action.

Moreover, the campus continually assesses its internal systems and processes to determine whether there are gender, race, or ethnicity-based disparities in the approaches to or outcomes of any personnel transactions. If disparities are identified, they are brought to the attention of the program manager or department representative so that appropriate steps can be taken to address and remedy problem areas. Every effort is made to identify, resolve, and remove any impediments to equal employment opportunity at Sacramento State.

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

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

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

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

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

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

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

CHAPTER 9: ACTION-ORIENTED PROGRAMS
41 C.F.R. § 60-2.17(C)

Sacramento State tailors our action-oriented programs each year to ensure they are specific to the problem identified.

Action-Oriented Program:

The Action-Oriented Programs designed to address the underutilization of women and minorities are listed below. These Action-Oriented Programs will be carried-out throughout the AAP year. The persons identified in Chapter 7 (Designation of Responsibility), with the help of the managers, will be responsible in ensuring that the following are implemented.

Recruitment and Outreach:

1. Sacramento State will act intentionally and strategically place advertisements on external job opportunities on the university Careers website, CSU Careers systemwide portal, public online advertisement portals and job boards, print media (when applicable), and via direct outreach to local community diverse associations and organizations. Sacramento State will take steps to promote jobs virtually and in person with target demographic groups. Advertisements and newsletters will always carry the Equal Employment Opportunity clause and use industry recognized job titles, which attract a broader audience.

2. Due to the extensive technical education and experience required for some positions, Sacramento State will also continue to place job opportunity announcements on the Careers website, and in national newspapers when appropriate. Also, the Employment Services department's recruitment and talent acquisition team maintains a diversity recruitment database as a resource for sharing employment opportunities with community, national, affinity, and diverse advertisement and outreach resources.

3. Sacramento State will continue to post positions on the Sacramento State *Careers* website for campus recruiting. The *Careers* webpage offers an array of employment opportunities and services for diverse applicants and employees interested in faculty and staff positions. The online information contains instructions for the application process; frequently asked questions; and contact information. Please refer to https://www.csus.edu/administration-business-affairs/internal/your-hr/employment-services/

4. Recruitment advertisements are placed in major publications and web-based job boards in an attempt to reach all qualified applicants, including women and minority populations. A list of publications and job boards where Sacramento State advertises includes, but is not limited to:

    - Sacramento State Careers Job Board https://careers.csus.edu/en-
    - The California State University

us/listing/

- CalJobs http://www.caljobs.ca.gov/
- Indeed http://www.indeed.com/
- DiversityJobs.com – https://www.diversityjobs.com/

http://csucareers.calstate.edu/

- Higher Ed Jobs https://www.higheredjobs.com/?locale=en_US
- Chronicle of Higher Education https://www.chronicle.com/
- LinkedIn https://www.linkedin.com

5. Minority and female applicants will be considered for all positions for which they are qualified.

6. Sacramento State will increase its participation in job fairs, to include diversity focused and affinity job fairs for underrepresented groups (ethnically, socioeconomic, new to workforce, disability, etc.).

7. Sacramento State will continue to recruit at several colleges and universities, as resources permit and needs dictate. Sacramento State targets universities based in part on the high-level of diversity of its student body and those identified as HBCU, Hispanic-serving, and AANAPISI-serving institutions.

8. Sacramento State will continue to employ Student Assistants who work during the summer and part-time during the school year.

9. Sacramento State will take steps to increase the number of qualified underrepresented minorities to apply for jobs on campus, including developing and maintaining communication networks, holding informational workshops to attract applicants, presenting and partnering with local community associations and organizations, and promoting diversity at all levels, seeking feedback, and serving as a liaison to campus faculty and staff organizations (to include Employee Affinity Groups and Communities of Practice) and to managers and supervisors.

10. Public access computers are available in the Sacramento State campus library, and other buildings on campus, to facilitate access and assist both the community and campus staff in identifying and applying for job opportunities. Members of the campus Employment Services department are available to assist walk-ins and those having appointments with the campus recruitment process and procedure.

Job Specifications/Selection Process:

1. Position descriptions are developed to accurately reflect job-related criteria, including job functions and responsibilities, and are consistent for the same position from one department to another (e.g., removing driving requirements when not a required job function). Position descriptions are also reviewed for inclusive and non-inclusive language. Job titles do not include any references to gender and the specifications are free from bias with regard to age, race, color, religion, national origin, disability or veteran status.

2. Approved position descriptions, and/or job announcements containing language from the descriptions, are made available to those faculty and staff involved in the recruiting, screening, selection, and promotion process.

3. Sacramento State will address talent acquisition and management best practices, and provide campus clients with access to diversity recruitment information, through MPP 101 training.

4. Those participating on search committees for the campus receive guidance and training on the elimination of bias from all recruiting processes. For example, the Division for Inclusive Excellence offers a Diversity Hiring Fellows Program that seeks to increase search committee members' awareness of how to reduce bias in recruitment of a diverse faculty. Also, a recruitment workshop is provided to all full-time faculty who are department chairs and faculty who serve on search committees as an AA/EO representative. Part of the duties of the AA/EO representative includes a review of national availability data, an assessment of applicant flow data, and written affirmation that no inappropriate actions occurred during the search. The *Guidelines for Full-Time Faculty Recruitment* as well as postings for staff positions include, among other things, the required language of our diversity statement:

   "California State University, Sacramento is an Affirmative Action/Equal Opportunity Employer, and has a strong institutional commitment to the principle of diversity in all areas. In that spirit, we are particularly interested in receiving applications from a broad spectrum of qualified people to develop a campus community whose diversity enriches the lives of all and whose members develop a strong sense of personal and community identity as well as mutual respect. Sacramento State hires only those individuals who are lawfully authorized to accept employment in the United States."

5. The application process does not request information regarding date of birth, marital status, dates of K-12 education, arrest and conviction records, or children. Information about gender and/or ethnicity is invited from applicants on a voluntary basis.

6. Consistent with the revised regulations to Section 503 of the Rehabilitation Act of 1973, as amended, and the Vietnam Era Veteran's Readjustment Assistance Act of 1974, as amended, Sacramento State no longer asks applicants to self-identify, even on a voluntary

basis, their status as a special disabled veteran or an individual with disabilities until after an offer of employment has been made and before the individual's employment begins.

7. Updates to the campus web-based application process occurs as needed to reflect compliance with law and policy.

Job Advancement:

1. Minority and female employees are made available for participation in Career Days and other related activities in the community, as desired.

2. Sacramento State will continue to post or announce job opportunities.

3. Sacramento State will continue to make use of the inventory of our current employee skills, when completed, to determine academic, skill, and experience level of individual employees.

4. Require supervisory personnel to submit justification when apparently qualified minority or female employees are passed over for upgrading.

5. Review seniority practices to ensure such practices are non-discriminatory and do not have discriminatory effect.

6. All employees are actively encouraged to participate in facilities and company-sponsored social and recreational activities.

7. Sacramento State will continue to use our formal employee evaluation program. The performance appraisal is used for annual reviews for all employees.

8. Employees can choose training courses through the CSULearn Professional Development Portal and include them in their career development plan.

9. Fee waivers are offered to all eligible employees for enrollment in job related or career development courses.

Community Relations Activities:

Sacramento State participates in a variety of local and national community service programs, including those designed to enhance the employment opportunities of minorities and women. Among these programs are:

1. The Capital Fellows Programs which administers four fellowship programs: Jesse M. Unruh Assembly Fellowship, Executive Fellowship, Judicial Administration Fellowship, and California Senate Fellows. These programs, known collectively as the Capital Fellows Programs, are nationally recognized. Every effort is made to identify and engage a diverse population in these highly prized positions which contain both an employment and educational component. The 18 Assembly Fellows, 18 Senate Fellows, 18 Executive

Fellows and 10 Judicial Administration Fellows receive an extraordinary opportunity to engage in public service and prepare for future careers, while actively contributing to the development and implementation of public policy in California. The ranks of former fellows include a Justice of the California Supreme Court, members of the United States Congress and the State Legislature, a deputy director of the Peace Corps, state and local government officials, corporate executives and community leaders.

2. Faculty and staff may serve as speakers and resources for ethnically diverse community groups.

3. The Sacramento State Career Center provides current employees, both faculty and staff, and members of the community with a resource list of career counseling and employment services. The resource list includes, among others, Asian Resources Inc., California Indian Manpower Consortium, La Familia Counseling Center, and Disability Employment Resources. Further information may be found at http://www.csus.edu/careercenter/Community%20Resources.html

Campus Community Activities:

1. Faculty and staff are encouraged to seek out opportunities that will enhance Sacramento State's diversity efforts (e.g., faculty member seeking grant to support "Women In Higher Education: Leadership Pipeline Initiative" project).

2. The Women's Resource Center promotes gender equity through education, advocacy, and social action. The Center works to increase the awareness and understanding of the contributions, opportunities, and barriers facing women in our society. In addition, the Women's Resource Center offers educational programs on the issues of sexual assault, intimate partner violence, and hate crime as well as provides advocacy and support for victims/survivors of these crimes. It offers dynamic programming and educational outreach to improve the campus climate and advocate for the respect and safety of all members of the campus community. More information may be found at http://www.csus.edu/wrc/About%20Us.html.

3. The campus Office for Equal Opportunity is responsible for addressing faculty and staff reports of discrimination, harassment and retaliation under federal and state law and under the CSU Nondiscrimination Policy and campus policies; for preparing government reports such as the Affirmative Action Plan; and for responding to agency complaints and requests for information. The Office for Equal Opportunity also participates in providing compliance training.

4. The California Faculty Association Council for Racial and Social Justice (CRSJ) is dedicated to supporting diversity at Sacramento State. The CRSJ is committed to promoting awareness of discrimination based on enumerated classifications and taking actions to ensure the promotion of diversity and affirmative action practices. The CRSJ is an advocate for fostering and maintaining a critical campus dialogue on such questions as

the following: Whether or not Sacramento State is open and equitable for all who use and/or plan to use its services? Whether or not our services support fairness and equity? Whether or not there is equity in the distribution of power among faculty, staff and administration? Whether or not there is equity in diversity among ethnic, gender, disability, and LGBT communities? In addition to bi-weekly meetings, the CRSJ sponsors from one to two conferences a year on topics such as ethnicity, race, religious tolerance, and disability.

5. The Faculty Senate Committee on Diversity & Equity (CODE) is based on federal equal opportunity and affirmative action guidelines and the committee reviews, develops, and recommends to the Executive Committee revisions to existing goals, policies, and procedures in accordance with the University non-discrimination policies. Their charge may be found at http://www.csus.edu/acse/chrg-CODE.htm. Among other things, CODE:

   - Identifies (in consultation with the University's Office for Equal Opportunity), and reports to the Executive Committee on, areas in which policy needs to be established.
   - Participates in establishing both short-term and long-term goals for University equity and diversity and evaluates progress toward achieving those goals.
   - Works to develop and assure implementation of an assessment plan for analyzing the progress toward achieving the University's equity and diversity goals.
   - Heightens faculty's awareness of the University's equity and diversity goals, policies, and procedures; and works with Colleges and Departments to achieve these goals.
   - Reviews and recommends methods to improve recruitment and retention of diverse faculty and provides assistance to departments and colleges as they seek to achieve equity and diversity in hiring.

6. The Multi-Cultural Center seeks to build sustainable relationships and encourages cross-cultural awareness as critical to cultivating a welcoming, socially just community. Faculty and staff, as well as students, are involved in: coordinating key events, programs, and projects to address the needs of historically underrepresented or underprivileged groups; offering workshops and community-building events aimed at connecting faculty, staff, and students; and collaborating on special projects or events. For more information, please see http://www.csus.edu/mcc.

7. The Office for Disability Justice provides the campus community with education and guidance on disability-related issues, works to actively address ableism at its roots, to bring change at the systemic level and create a more inclusive, welcoming campus culture and community for Sac State's students, staff, faculty, and visitors.

8. The Division of Student Affairs leads numerous student recruitment strategies designed to increase overall diversity (1) of the Sacramento State student body and (2) the pool of future applicant applicants. More information can be found at The Strategic Enrollment Plan and Strategic Action Plans are available at this link: https://www.csus.edu/student-affairs/enrollment-services/.

Promotions and Transfers:

1. Information about open positions is available to internal and external applicants on the Sacramento State Job website at http://www.csus.edu/webpages/employment.stm.

2. Publicly accessible computers are available with access to the jobs website in the campus library and other campus buildings.

3. Consistent with law and policy, no qualified candidate may be denied employment or promotion on the basis of gender or ethnicity.

Benefits:

All employee benefits are administered in accordance with University policies that are consistent with applicable Federal and State equal opportunity laws and regulations.

1. Men and women contribute to the retirement system at the same rate.

2. No distinction is made on the basis of race or gender in the administration of benefits.

3. Benefits available to spouses and families of male employees are also available for spouses and families of female employees. Health (medical, dental, and vision) insurance coverage is available to eligible same sex partners.

4. Return to work after leave for childbearing is provided without loss of prior service credit or reduction in salary.

Training:

All full-time or part-time permanent, full-time probationary employees, and full-time Management Personnel Plan employees may participate in the fee waiver and reduction program without regard to gender or ethnicity. Courses for this purpose may include both work-related courses and career development courses. For more information, please refer to: http://www.calstate.edu/HRAdm/pdf2008/TL-BEN2008-15.pdf

In addition, through CSU SkillSoft, all employees have at their fingertips thousands of engaging online eLearning courses, books, and videos that they can take from the comfort of their computer. Employees can choose training courses through the CSU SkillSoft Professional Development Portal and include them in their career development plan.

CHAPTER 10: INTERNAL AUDIT AND REPORTING
41 C.F.R. § 60-2.17(D)

Inherent in the AAP is the need for periodic self-assessment of problems encountered, corrective action taken, and progress made. Self-evaluation requires complex record keeping systems on applicants, employees, and components of the AAP itself. Periodic reports from supervisors, department managers, the Individuals identified in Chapter 7: Designation of Responsibility, and other relevant persons are required.

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

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

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

The Sacramento State auditing and reporting system periodically measures the effectiveness of its total affirmative action program. The Individuals identified in Chapter 7: Designation of Responsibility of this AAP:

1. Monitor records of all personnel activity, including referrals, placements, transfers, promotions, terminations, and compensation, at all levels to ensure the nondiscriminatory policy is carried out;

2. Require internal reporting on a scheduled basis as to the degree to which equal employment opportunity and organizational objectives are attained;

3. Review report results with all levels of management; and

4. Advise top management of program effectiveness and submit recommendations to improve unsatisfactory performance.

SACRAMENTO STATE

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

FOR

NOVEMBER 1, 2023 – OCTOBER 31, 2024

PART II

AAP FOR PROTECTED VETERANS AND INDIVIDUALS WITH DISABILITIES

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

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

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

(1) Filing a report;

(2) Assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of the affirmative action provisions of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended (VEVRAA) or any other Federal, state or local law requiring equal opportunity for disabled veterans, recently separated veterans, active wartime or campaign badge veterans, or Armed Forces service medal veterans or Section 503 of the Rehabilitation Act of 1973, as amended (Section 503) or any other federal, state or local law requiring equal opportunity for disabled persons;

(3) Opposing any act or practice made unlawful by VEVRAA or its implementing regulations or any other federal, state or local law requiring equal opportunity for disabled veterans, recently separated veterans, active wartime or campaign badge veterans, or Armed Forces service medal veterans or section 503 or its implementing regulations or any other federal, state or local law requiring equal opportunity for disabled persons; or

(4) Exercising any other right protected by VEVRAA or Section 503 or their implementing regulations.

Our obligations in this area stem from not only adherence to various state and federal regulations, but also from our commitment as an employer in this community to provide job opportunities to all persons regardless of race, religion, color, national origin, sex, sexual orientation and gender identity, age, status as a protected veteran or an individual with disability.

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

If you have any questions regarding our equal employment opportunity, harassment policies or the complaint procedure, you may contact your local Human Resources representative. Parts of the Affirmative Action Plan may be reviewed, as appropriate, by making an appointment with a local Human Resources representative.

_____
(Signature)

Dr. Luke wood
President

January 31, 2024

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

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

1. Sacramento State periodically conduct a review of its employment processes to ensure thorough and systematic consideration of the job qualifications of 1) known protected veteran applicants and employees; and 2) applicants and employees with disabilities for job vacancies filled either by external hiring or internal promotions/transfers, as well as for all training opportunities available. In order to determine whether an individual is qualified for a particular job, a close examination of the content of the job is made, as well as a review of the job qualifications of known protected veterans and individuals with disabilities, both applicants and employees. In determining the qualifications of a protected veteran, consideration is given only to that portion of the military record, including discharge papers, relevant to the job qualifications for which the veteran is being considered.

2. Sacramento State ensures that its personnel processes do not stereotype individuals with disabilities or protected veterans in a manner which limits their access to jobs for which they are qualified.

3. Sacramento State ensures that applicants and employees with disabilities have equal access to its personnel processes, including those implemented through information and communication technologies.

4. Sacramento State provides reasonable accommodations, unless such accommodations will cause undue hardship to Sacramento State, to applicants and employees with disabilities to ensure that equal employment opportunity are extended in the operation of its personnel processes.

5. Sacramento State ensures that information and communications systems are accessible to all employees and applicants with disabilities even in the absence of a specific request for accommodation.

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

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

Sacramento State's physical and mental job requirements are reviewed to determine whether or not they are job-related and consistent with business necessity and safe performance on the job.

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

CHAPTER D: REASONABLE ACCOMMODATION TO PHYSICAL AND MENTAL LIMITATIONS
41 C.F.R §§ 60-300.44(D); 60-741.44(D)

Sacramento State will continue to make every effort to provide reasonable accommodations to physical and mental limitations of applicants and employees with disabilities or who are disabled veterans unless it can demonstrate that the accommodations would impose an undue hardship on the operation of the University. Sacramento State will confidentially review performance issues of employees with known disabilities to determine whether a reasonable accommodation is needed when: 1) the employee is having significant difficulty with job performance, and 2) it is reasonable to conclude that the problem is related to the known disability.

When reasonable accommodations are requested and necessary, the employee provides documentation from his/her treating medical provider to the Director of the Office for Equal Opportunity whose name and contact information is provided below. The documentation describes the limitations. The Director engages both the employee and the campus department in which the employee works in the interactive process in order to identify options to accommodate the employee's limitation(s). If a department is unable to accommodate the limitation, other efforts are undertaken to find work that the employee may perform. If, under all of the circumstances, a disabled employee is unable to perform the essential functions of other job(s), the employee and Director work together to determine what other options and program(s) are available to the employee. Eligibility for such programs is defined by the applicable collective bargaining agreement, CSU policy, and law.

Other options include offering alternate or modified positions and transitional employment. When necessary, employees may access various disability leave programs, including: use of various leave credits (e.g., sick, vacation, compensatory time off), family medical leave, long term disability, partial long term disability, non-industrial disability insurance, catastrophic leave donation program; leaves without pay; supplemental job disability benefit vouchers to pay for certain training expenses outside the University; and retirement.

Other services include counseling, advising, and tracking transitional return to work, reviewing medical separation requests, providing workshops and training in disability management and on the prohibitions against disability discrimination for managers, supervisors, and staff involved in the full range of HR processes, from recruitment to retirement.

Employees may contact the following individual at any time to formally request an accommodation:

Name: Scott Oleinik
Title: Director, Benefits Office
Phone: (916) 278-6213
Email: benefits@csus.edu

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

Sacramento State has developed and implemented a set of procedures to ensure that its employees with disabilities and protected veterans are not harassed due to those conditions. A copy of the CSU Nondiscrimination Policy, which includes a section prohibiting harassment of individuals with disabilities or protected veterans is provided to new as well as to existing employees.

CHAPTER F: EXTERNAL DISSEMINATION OF POLICY, OUTREACH AND POSITIVE RECRUITMENT
41 C.F.R. §§ 60-300.44(F); 60-741.44(F)

Based upon Sacramento State's review of its personnel policies as described in Chapter B, the following activities will be implemented or continued to further enhance our affirmative action efforts. All activities are the responsibility of those identified in Chapter 7: Designation of Responsibility of this AAP.

1. Initiate and maintain communication with organizations having special interests in the recruitment of and job accommodations for protected veterans and individuals with disabilities.

2. Include workers with disabilities when employees are pictured in consumer, promotional, or help wanted advertising.

3. Disseminate information concerning employment opportunities to radio and television stations, and to publications that primarily reach protected veterans and individuals with disabilities.

4. Provide information emphasizing job opportunities for protected veterans and individuals with disabilities to all local educational institutions, public and private.

5. Inform all recruiting sources, in writing and orally, of Sacramento State's affirmative action policy for protected veterans and individuals with disabilities.

6. List with the State Employment Development Department all suitable job openings.

   The exemptions for posting jobs are when positions are,
   (1) executive and top management positions,
   (2) positions that will be filled from within the contractor's organization,
   (3) and positions lasting three days or less.

   This is an on-going activity. A listing of job opportunities reported to the local State Employment Service Delivery System is always kept current.

7. Send written notification of Sacramento State's affirmative action policy to all subcontractors, vendors, and suppliers requesting appropriate action on their part. This includes their obligation to annually file their EEO Reporting form and VETS-100 form and, for employers with 50 or more employees and contracts of $50,000 or more, their obligation to develop a written affirmative action plan.

8. Conduct formal briefing sessions with representatives from recruiting sources. Include as part of the briefing sessions, facility tours, clear and concise explanations of current and future job openings, position descriptions, worker specifications, explanations of Sacramento State's selection process, and recruiting literature. Arrange for referral of applicants, follow up with sources, and feedback on disposition of applicants.

9. Participate in veterans "job fairs" and work study programs with Veterans' Administration rehabilitation facilities and schools which specialize in training or educating protected veterans.

10. Sacramento State will also grant leaves of absence to employees who participate in honor guards for the funeral of veterans.

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

In order to gain positive support and understanding for the affirmative action program for protected veterans and individuals with disabilities Sacramento State will implement or continue to implement the following internal dissemination procedures, all of which are the responsibility of the those identified in Chapter 7: Designation of Responsibility of this AAP. The following policies and procedures are designed to foster support and understanding from Sacramento State's executive staff, management, supervisors, and other employees in an effort to encourage all employees to take the necessary actions to aid Sacramento State in meeting its obligations.

1. Include the policy in Sacramento State's policy library and other in-house publications.

2. Conduct special meetings with executive, management, and supervisory personnel to explain the intent of the policy and individual responsibility for effective implementation, making clear the President's attitude.

3. Schedule training sessions for all employees involved in recruiting, selection, promotion, and other related employment issues for protected veterans and individuals with disabilities.

4. Discuss the policy thoroughly in both employee orientation and management training programs.

5. Inform union officials of the contractor's policy, and request their cooperation.

6. Include non-discrimination clauses in all union agreements, and review all contractual provisions to ensure they are non-discriminatory.

7. Include articles on accomplishments of protected veterans and workers with disabilities in Company publications.

8. Post the policy on bulletin boards, along with CSU Nondiscrimination policy which includes protection from harassment on the basis of disability.

9. When employees are featured in employee handbooks or similar publications for employees, include employees with disabilities.

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

Sacramento State has developed and currently implements an audit and reporting system that addresses the following:

1. Measures the effectiveness of Sacramento State's overall affirmative action program and whether Sacramento State is in compliance with specific obligations.

2. Indicates the need for remedial action. Any corrective actions will be the responsibility of the those identified in Chapter 7: Designation of Responsibility of this AAP.

3. Measures the degree to which Sacramento State's objectives are being met.

4. Whether there are any undue hurdles for individuals with disabilities and protected veterans regarding company sponsored educational, training, recreational, and social activities. This will also include, but not limited, to the review of the on-line and electronic application system to determine their accessibility and ensuring that procedures to request for accommodations are prominently displayed and that individuals with disabilities can readily obtain the needed accommodation.

CHAPTER I: RESPONSIBILITY FOR IMPLEMENTATION
41 C.F.R. §§ 60-300.44(I); 60-741.44(I)

As part of its efforts to ensure equal employment opportunity to protected veterans and individuals with disabilities, Sacramento State has designated specific responsibilities to various staff to ensure the AAP focuses on all components of the employment system. To that end, the persons identified in Chapter 7 and those employed as supervisors and managers have undertaken the responsibilities described below.

President

The primary responsibility and accountability for implementing the AAP rests with the President of Sacramento State. The President is responsible, through the Vice President for Inclusive Excellence/University Diversity Officer, Vice Provost for Faculty Affairs, Senior Associate Vice President of Human Resources, the Executive Director for Universal Access and Inclusion, and the Executive Director for Equal Opportunity, for adherence to the CSU systemwide and Sacramento State campus policies of equal employment opportunity and affirmative action. The President's role includes, but is not limited to, the following duties:

1. Designate appropriate personnel with the responsibility for overseeing, administering, implementing, and monitoring Sacramento State's AAP.

2. Ensure that those designated personnel responsible for all AAP components are given the necessary authority, resources, and top management support and staffing to successfully implement their assigned responsibilities.

3. Impart the personal direction that ensures total involvement and commitment to equal employment opportunity programs through Sacramento State's AAP.

Vice President for Inclusive Excellence

Reporting directly to the President, the Executive Director is responsible for ensuring that Sacramento State's commitment to equity, diversity, and inclusion is evident throughout our University and its operation and is communicated to the larger Sacramento community that we serve.

Vice Provost for Faculty Affairs

The Vice Provost, Faculty Success, reports directly to the Provost/Vice President for Academic Affairs and is responsible for, among other things, campus compliance with law and policy affecting our employees. This position is responsible for coordination of personnel policies and programs for faculty employees, including contract administration, grievance monitoring, and implementation of policies and programs mandated for employees; revisions and dissemination of the University ARTP Policy; provision of support to University administration on matters relating to academic personnel policies; training for department chairs and faculty hiring committees; and orientation of new faculty.

Executive Director for Universal Access and Inclusion

Reporting directly to the Vice President for Inclusive Excellence/University Diversity Officer, the Executive Director for Universal Access and Inclusion serves as Sacramento State's ADA/Section 504 Administrator. The Executive Director focuses on examining disability and ableism as they relate to other forms of oppression and identity such as race, class, gender and gender identity etc. Executive Director for Universal Access provides consultative services for the university community and is responsible for ensuring that the directives of the President and Vice President for Inclusive Excellence/University Diversity Officer relevant to ADA/Section 504 are implemented.

Senior Associate Vice President for Human Resources

Reporting directly to the Vice President for Administration and Chief Financial Officer, the Senior Associate Vice President for Human Resources is responsible for monitoring the impact of the implementation of campus programs on our affirmative action goals and objectives.

Executive Director of Equal Opportunity/Title IX Coordinator

Reporting directly to the Vice President for Inclusive Excellence/University Diversity Officer, the Executive Director of Equal Opportunity/Title IX Coordinator is designated as the campus Affirmative Action Officer, the Title IX Coordinator, and DHR Administrator and is responsible for ensuring that the directives of the President, Vice Provost, Faculty Success, and Vice President for Inclusive Excellence relevant to affirmative action are implemented. The duties of the Executive Director of Equal Opportunity/Title IX Coordinator include, but are not limited to, the following:

1. With the assistance of those identified in Chapter 7: Designation of Responsibility, provide direction to Sacramento State's employees, as necessary, to carry out all actions required to meet Sacramento State's equal employment opportunity and affirmative action commitments.

2. Review, report on, and update Sacramento State's AAP at least on an annual basis in accordance with stated policy.

3. Assist the President, Vice President for Human Resources, Vice Provost, Faculty Success, and Vice President for Inclusive Excellence in designing and effectively implementing the AAP throughout all campus departments.

Managers and Supervisors

In their direct day-to-day contact with Sacramento State's employees, managers and supervisors have assumed certain responsibilities to help Sacramento State ensure compliance with equal employment opportunity programs and effective implementation of the AAP. These include, but are not limited to, the following:

1. Aggressively adhere to Sacramento State's equal employment opportunity and affirmative action policy.

A. Support and assist the University leadership in developing, maintaining, and successfully implementing the AAP.

B. Complete progress reports regarding the status of goal achievement.

C. Take action to prevent harassment of employees placed through affirmative action efforts.

2. Assign employees to significant jobs that might lead to greater personal growth and value, and counsel them with respect to what is needed for upward mobility within the employment structure.

3. Ensure that all interviews, offers of employment and/or wage commitments are consistent with Sacramento State's policy.

4. Implement the internal promotion and transfer of all employees under their supervision consistent with AAP goals and objectives.

5. Assist in identifying problem areas and provide needed information for establishing and meeting department affirmative action goals and objectives.

Faculty Employees

1. Conducting themselves in the classroom, on the campus, or at any University-sponsored off-campus activity (including travel) in a manner that ensures that their actions do not discriminate against and/or harass any other individual; ensuring the classroom is free from discrimination and/or harassment.

2. Avoiding romantic relationships with students, as the difference in power may create a negative or an uncomfortable environment for others, who might perceive the relationship as preferential treatment.

3. Immediately responding to and reporting allegations of discrimination/sexual harassment (including sexual misconduct) to the Title IX Coordinator/DHR Administrator.

4. Cooperating in, and honoring the confidentiality of, fact-finding and/or complaint investigations.

Staff Employees

1. Conducting themselves in the workplace, on the campus, or at any University-sponsored off-campus activity (including travel) in a manner that ensures that their actions do not discriminate against and/or harass any other individual.

2. Immediately responding to and reporting allegations of discrimination/sexual harassment (including sexual misconduct) to the Title IX Coordinator/DHR Administrator.

3. Cooperating in, and honoring the confidentiality of, fact-finding and/or complaint investigations.

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

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

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

Sacramento State has adopted the current national percentage of veterans in the civilian labor force of 5.4% as its hiring benchmark for protected veterans. Sacramento State will update its hiring benchmark as new data is published and updated via the OFCCP's website. The 5.4% hiring benchmark is applied to each job group within Sacramento State.

Sacramento State also adopted the current national utilization goal of 7.0% for qualified individuals with disabilities. Sacramento State will update its utilization goal as new data becomes available, updated and published. The 7.0% utilization goal is applied to each job group within Sacramento State.

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

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

See the ***Hiring Benchmark*** and ***Utilization Goals Analyses.***

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

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

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

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

California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: A & L ITC Support

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
420	Info Tech Consultant 12 Mo	3	2	Male	3	1	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**3**	**2**	**Male #**	**3**	**1**	**0**	**0**	**2**	**0**	**0**	**0**
	Grand Total %		**66.7**	**Male %**	**100.0**	**33.3**	**0.0**	**0.0**	**66.7**	**0.0**	**0.0**	**0.0**
				Female #	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: AA VP Undergrad Studies

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1038	Admin Analyst/Spclst 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2361	Instr Fac 12 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3300	Administrator IV	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**3**	**1**	**Male #**	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**33.3**	**Male %**	**33.3**	**33.3**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**2**	**1**	**0**	**1**	**0**	**0**	**0**	**0**
				Female%	**66.7**	**33.3**	**0.0**	**33.3**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: AB422 - Instructional Material

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

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Academic Advising

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3082	SSP II	12	10	**Male**	3	1	0	2	0	0	0	0
				Female	9	1	2	3	3	0	0	0
3084	SSP III	13	11	**Male**	6	1	0	4	1	0	0	0
				Female	7	1	3	2	1	0	0	0
3086	SSP IV	3	3	**Male**	1	0	0	1	0	0	0	0
				Female	2	0	0	1	1	0	0	0
3318	Administrator I	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
3312	Administrator II	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
	Grand Total #	**31**	**26**	**Male #**	**10**	**2**	**0**	**7**	**1**	**0**	**0**	**0**
	Grand Total %		**83.9**	**Male %**	**32.3**	**6.5**	**0.0**	**22.6**	**3.2**	**0.0**	**0.0**	**0.0**
				Female #	**21**	**3**	**6**	**6**	**6**	**0**	**0**	**0**
				Female%	**67.7**	**9.7**	**19.4**	**19.4**	**19.4**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Academic Affairs Admin

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2355	Graduate Assistant	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
	Grand Total #	**1**	**1**	**Male #**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**100.0**	**Male %**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**1**	**0**	**0**	**0**	**1**	**0**	**0**	**0**
				Female%	**100.0**	**0.0**	**0.0**	**0.0**	**100.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Academic Excellence

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
3306	Administrator III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**2**	**1**	**Male #**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**50.0**	**Male %**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**2**	**1**	**0**	**0**	**1**	**0**	**0**	**0**
				Female%	**100.0**	**50.0**	**0.0**	**0.0**	**50.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Academic Services

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
	Grand Total #	**2**	**1**	**Male #**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**50.0**	**Male %**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**2**	**1**	**0**	**1**	**0**	**0**	**0**	**0**
				Female%	**100.0**	**50.0**	**0.0**	**50.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Accounting

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2358	Lecturer AY	5	3	**Male**	3	2	0	1	0	0	0	0
				Female	2	0	0	0	2	0	0	0
2360	Instr Fac AY	10	8	**Male**	4	1	0	0	3	0	0	0
				Female	6	1	1	0	4	0	0	0
	Grand Total #	**15**	**11**	**Male #**	**7**	**3**	**0**	**1**	**3**	**0**	**0**	**0**
	Grand Total %		**73.3**	**Male %**	**46.7**	**20.0**	**0.0**	**6.7**	**20.0**	**0.0**	**0.0**	**0.0**
				Female #	**8**	**1**	**1**	**0**	**6**	**0**	**0**	**0**
				Female%	**53.3**	**6.7**	**6.7**	**0.0**	**40.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Accounting Services

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1762	Accountant I	2	1	**Male**	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4555	Accountant II	3	2	**Male**	1	1	0	0	0	0	0	0
				Female	2	0	0	0	1	1	0	0
4556	Accountant III	3	2	**Male**	1	0	0	0	1	0	0	0
				Female	2	1	0	0	0	0	0	1
3318	Administrator I	3	1	**Male**	1	0	0	0	1	0	0	0
				Female	2	2	0	0	0	0	0	0
	Grand Total #	**11**	**6**	**Male #**	**5**	**2**	**0**	**1**	**2**	**0**	**0**	**0**
	Grand Total %		**54.5**	**Male %**	**45.5**	**18.2**	**0.0**	**9.1**	**18.2**	**0.0**	**0.0**	**0.0**
				Female #	**6**	**3**	**0**	**0**	**1**	**1**	**0**	**1**
				Female%	**54.5**	**27.3**	**0.0**	**0.0**	**9.1**	**9.1**	**0.0**	**9.1**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Accounts Payable

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1730	ACCOUNTING TECHNICIAN I	2	2	**Male**	2	0	1	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
1740	Accounting Technician III	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
4555	Accountant II	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1
1038	Admin Analyst/Spclst 12 Mo	3	2	**Male**	0	0	0	0	0	0	0	0
				Female	3	1	1	0	0	0	0	1
3318	Administrator I	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**8**	**6**	**Male #**	**2**	**0**	**1**	**0**	**1**	**0**	**0**	**0**
	Grand Total %		**75.0**	**Male %**	**25.0**	**0.0**	**12.5**	**0.0**	**12.5**	**0.0**	**0.0**	**0.0**
				Female #	**6**	**2**	**1**	**0**	**1**	**0**	**0**	**2**
				Female%	**75.0**	**25.0**	**12.5**	**0.0**	**12.5**	**0.0**	**0.0**	**25.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Admissions and Outreach

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	3	2	**Male**	0	0	0	0	0	0	0	0
				Female	3	1	0	2	0	0	0	0
2634	Evaluator Trainee	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2632	Evaluator I	3	3	**Male**	0	0	0	0	0	0	0	0
				Female	3	0	0	2	0	0	0	1
3079	SSP I	3	2	**Male**	2	1	0	0	0	0	0	1
				Female	1	0	0	1	0	0	0	0
2633	Evaluator II	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3082	SSP II	2	2	**Male**	1	0	0	0	1	0	0	0
				Female	1	0	0	1	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	2	2	**Male**	1	0	0	0	0	0	0	1
				Female	1	0	1	0	0	0	0	0
3084	SSP III	5	5	**Male**	3	0	0	3	0	0	0	0
				Female	2	0	0	2	0	0	0	0
3086	SSP IV	3	1	**Male**	1	0	0	1	0	0	0	0
				Female	2	2	0	0	0	0	0	0
420	Info Tech Consultant 12 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3318	Administrator I	1	1	**Male**	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3306	Administrator III	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Admissions and Outreach

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
	Grand Total #	26	19	**Male #**	10	2	1	4	1	0	0	2
	Grand Total %		73.1	**Male %**	38.5	7.7	3.8	15.4	3.8	0.0	0.0	7.7
				Female #	16	5	1	9	0	0	0	1
				Female%	61.5	19.2	3.8	34.6	0.0	0.0	0.0	3.8

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Advancement Stewardship

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1038	Admin Analyst/Spclst 12 Mo	6	3	**Male**	4	1	1	1	0	0	1	0
				Female	2	2	0	0	0	0	0	0
3312	Administrator II	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
	Grand Total #	**7**	**4**	**Male #**	**4**	**1**	**1**	**1**	**0**	**0**	**1**	**0**
	Grand Total %		**57.1**	**Male %**	**57.1**	**14.3**	**14.3**	**14.3**	**0.0**	**0.0**	**14.3**	**0.0**
				Female #	**3**	**2**	**0**	**0**	**1**	**0**	**0**	**0**
				Female%	**42.9**	**28.6**	**0.0**	**0.0**	**14.3**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Air Force ROTC

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

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Alumni Services

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1038	Admin Analyst/Spclst 12 Mo	3	2	**Male**	1	0	1	0	0	0	0	0
				Female	2	1	0	0	0	0	0	1
1762	Accountant I	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
3312	Administrator II	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**5**	**3**	**Male #**	**1**	**0**	**1**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**60.0**	**Male %**	**20.0**	**0.0**	**20.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**4**	**2**	**0**	**0**	**1**	**0**	**0**	**1**
				Female%	**80.0**	**40.0**	**0.0**	**0.0**	**20.0**	**0.0**	**0.0**	**20.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Anchor University Initiatives

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1038	Admin Analyst/Spclst 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
3318	Administrator I	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**2**	**1**	**Male #**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**50.0**	**Male %**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**2**	**1**	**1**	**0**	**0**	**0**	**0**	**0**
				Female%	**100.0**	**50.0**	**50.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Annual Fund

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1038	Admin Analyst/Spclst 12 Mo	2	0	**Male**	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
820	Graphic Designer 12 Mo	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
800	Pub Affairs/Comm Spec 12 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3312	Administrator II	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
	Grand Total #	**5**	**1**	**Male #**	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**20.0**	**Male %**	**20.0**	**20.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**4**	**3**	**0**	**1**	**0**	**0**	**0**	**0**
				Female%	**80.0**	**60.0**	**0.0**	**20.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Anthropology

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2354	Teaching Associate AY	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1035	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2358	Lecturer AY	7	2	Male	1	0	0	1	0	0	0	0
				Female	6	5	0	0	0	1	0	0
1617	Instructional Support Tech II	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2360	Instr Fac AY	10	2	Male	7	5	1	0	1	0	0	0
				Female	3	3	0	0	0	0	0	0
2481	Dept Chair 12 Mo	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**22**	**5**	**Male #**	**9**	**6**	**1**	**1**	**1**	**0**	**0**	**0**
	Grand Total %		**22.7**	**Male %**	**40.9**	**27.3**	**4.5**	**4.5**	**4.5**	**0.0**	**0.0**	**0.0**
				Female #	**13**	**11**	**0**	**1**	**0**	**1**	**0**	**0**
				Female%	**59.1**	**50.0**	**0.0**	**4.5**	**0.0**	**4.5**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: APIDA Center

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

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: ARMY ROTC

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

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Art

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2355	Graduate Assistant	2	2	**Male**	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
2354	Teaching Associate AY	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1035	Admin Support Coord 12 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358	Lecturer AY	15	4	**Male**	5	4	0	0	0	0	0	1
				Female	10	7	0	1	1	0	0	1
1619	Instructional Support Tech III	2	0	**Male**	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2360	Instr Fac AY	12	3	**Male**	5	4	0	1	0	0	0	0
				Female	7	5	0	0	1	0	0	1
2481	Dept Chair 12 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**34**	**9**	**Male #**	**12**	**10**	**0**	**1**	**0**	**0**	**0**	**1**
	Grand Total %		**26.5**	**Male %**	**35.3**	**29.4**	**0.0**	**2.9**	**0.0**	**0.0**	**0.0**	**2.9**
				Female #	**22**	**15**	**0**	**1**	**4**	**0**	**0**	**2**
				Female%	**64.7**	**44.1**	**0.0**	**2.9**	**11.8**	**0.0**	**0.0**	**5.9**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Asian Studies

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2360	Instr Fac AY	2	2	Male	1	0	0	0	1	0	0	0
				Female	1	0	0	0	1	0	0	0
	Grand Total #	**2**	**2**	**Male #**	**1**	**0**	**0**	**0**	**1**	**0**	**0**	**0**
	Grand Total %		**100.0**	**Male %**	**50.0**	**0.0**	**0.0**	**0.0**	**50.0**	**0.0**	**0.0**	**0.0**
				Female #	**1**	**0**	**0**	**0**	**1**	**0**	**0**	**0**
				Female%	**50.0**	**0.0**	**0.0**	**0.0**	**50.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Athletics

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1038	Admin Analyst/Spclst 12 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3312	Administrator II	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
3300	Administrator IV	1	1	**Male**	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**3**	**2**	**Male #**	**1**	**0**	**1**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**66.7**	**Male %**	**33.3**	**0.0**	**33.3**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**2**	**1**	**1**	**0**	**0**	**0**	**0**	**0**
				Female%	**66.7**	**33.3**	**33.3**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Athletics Business Office

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

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Athletics Equipment

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1513	Athletic Equipment Attendant 2	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1
1035	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**3**	**2**	**Male #**	**1**	**0**	**0**	**1**	**0**	**0**	**0**	**0**
	Grand Total %		**66.7**	**Male %**	**33.3**	**0.0**	**0.0**	**33.3**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**2**	**1**	**0**	**0**	**0**	**0**	**0**	**1**
				Female%	**66.7**	**33.3**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**33.3**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Athletics HR

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

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Athletics IT

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

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Athletics Marketing/Promo

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
820	Graphic Designer 12 Mo	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
800	Pub Affairs/Comm Spec 12 Mo	2	0	**Male**	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**3**	**0**	**Male #**	**2**	**2**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**0.0**	**Male %**	**66.7**	**66.7**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**33.3**	**33.3**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Athletics Tickets

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

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Audiology Doctorate

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2355	Graduate Assistant	2	2	Male	1	0	0	0	0	0	0	1
				Female	1	0	0	0	1	0	0	0
1035	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
2358	Lecturer AY	4	1	Male	1	1	0	0	0	0	0	0
				Female	3	2	0	0	1	0	0	0
2359	Lecturer 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
2361	Instr Fac 12 Mo	4	3	Male	1	1	0	0	0	0	0	0
				Female	3	0	0	0	2	0	0	1
	Grand Total #	**12**	**8**	**Male #**	**3**	**2**	**0**	**0**	**0**	**0**	**0**	**1**
	Grand Total %		**66.7**	**Male %**	**25.0**	**16.7**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**8.3**
				Female #	**9**	**2**	**1**	**0**	**5**	**0**	**0**	**1**
				Female%	**75.0**	**16.7**	**8.3**	**0.0**	**41.7**	**0.0**	**0.0**	**8.3**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Audit and Consulting Services

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1038	Admin Analyst/Spclst 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1176	Cnfdntl Admin Support 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3318	Administrator I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
	Grand Total #	**3**	**2**	**Male #**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**66.7**	**Male %**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**3**	**1**	**1**	**1**	**0**	**0**	**0**	**0**
				Female%	**100.0**	**33.3**	**33.3**	**33.3**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Baseball

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2379	Coaching Specialist 12 Mo	2	1	**Male**	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3300	Administrator IV	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**3**	**1**	**Male #**	**3**	**2**	**0**	**1**	**0**	**0**	**0**	**0**
	Grand Total %		**33.3**	**Male %**	**100.0**	**66.7**	**0.0**	**33.3**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Basketball-Mens

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2382	Coaching Assistant 12 Mo	2	1	Male	2	1	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0
2379	Coaching Specialist 12 Mo	2	1	Male	2	1	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0
3300	Administrator IV	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**5**	**3**	**Male #**	**5**	**2**	**1**	**0**	**0**	**0**	**0**	**2**
	Grand Total %		**60.0**	**Male %**	**100.0**	**40.0**	**20.0**	**0.0**	**0.0**	**0.0**	**0.0**	**40.0**
				Female #	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Basketball-Womens

		Total		Total								
Job Code	**Job Title**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
2382	Coaching Assistant 12 Mo	2	2	**Male**	0	0	0	0	0	0	0	0
				Female	2	0	1	1	0	0	0	0
2379	Coaching Specialist 12 Mo	2	1	**Male**	0	0	0	0	0	0	0	0
				Female	2	1	1	0	0	0	0	0
	Grand Total #	**4**	**3**	**Male #**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**75.0**	**Male %**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**4**	**1**	**2**	**1**	**0**	**0**	**0**	**0**
				Female%	**100.0**	**25.0**	**50.0**	**25.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Biological Sci-Out of State EE

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2360	Instr Fac AY	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
	Grand Total #	**1**	**1**	**Male #**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**100.0**	**Male %**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**1**	**0**	**1**	**0**	**0**	**0**	**0**	**0**
				Female%	**100.0**	**0.0**	**100.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Biological Sciences

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1033	Admin Support Coord 10/12	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2354	Teaching Associate AY	9	3	Male	4	3	0	1	0	0	0	0
				Female	5	3	0	1	0	0	0	1
1032	Admin Support Assistant 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1578	Instructional Support Asst II	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1617	Instructional Support Tech II	7	2	Male	5	3	0	2	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2358	Lecturer AY	28	4	Male	12	9	0	0	2	1	0	0
				Female	16	15	0	0	1	0	0	0
1035	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2360	Instr Fac AY	27	4	Male	16	14	1	0	1	0	0	0
				Female	11	9	0	1	1	0	0	0
2481	Dept Chair 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**76**	**15**	**Male #**	**38**	**30**	**1**	**3**	**3**	**1**	**0**	**0**
	Grand Total %		**19.7**	**Male %**	**50.0**	**39.5**	**1.3**	**3.9**	**3.9**	**1.3**	**0.0**	**0.0**
				Female #	**38**	**31**	**0**	**4**	**2**	**0**	**0**	**1**
				Female%	**50.0**	**40.8**	**0.0**	**5.3**	**2.6**	**0.0**	**0.0**	**1.3**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Bldg Trades Electrical

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
6251	Facilities Worker II	1	1	**Male**	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
6533	Electrician	5	1	**Male**	5	4	0	0	0	0	1	0
				Female	0	0	0	0	0	0	0	0
6534	Sprvsng Electrician	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**7**	**2**	**Male #**	**7**	**5**	**0**	**0**	**1**	**0**	**1**	**0**
	Grand Total %		**28.6**	**Male %**	**100.0**	**71.4**	**0.0**	**0.0**	**14.3**	**0.0**	**14.3**	**0.0**
				Female #	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Bldg Trades Lockshop

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
6251	Facilities Worker II	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6642	Locksmith	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6644	Supervising Locksmith	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**3**	**0**	**Male #**	**3**	**3**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**0.0**	**Male %**	**100.0**	**100.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Bldg Trades Metal

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
6280	Metal Worker I	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6587	Supervising Metal Worker	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**2**	**0**	**Male #**	**2**	**2**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**0.0**	**Male %**	**100.0**	**100.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Bldg Trades MultiCraft

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
6250	Facilities Worker I	2	1	**Male**	2	1	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
6251	Facilities Worker II	3	1	**Male**	3	2	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6476	Carpenter	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6940	Facilities Maintenance Mech	2	1	**Male**	2	1	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
6265	Facilities Project Supv	2	1	**Male**	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**10**	**4**	**Male #**	**10**	**6**	**0**	**2**	**2**	**0**	**0**	**0**
	Grand Total %		**40.0**	**Male %**	**100.0**	**60.0**	**0.0**	**20.0**	**20.0**	**0.0**	**0.0**	**0.0**
				Female #	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Bldg Trades Paint

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
6526	Painter	2	2	Male	2	0	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6524	Sprvsng Painter	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**3**	**3**	**Male #**	**3**	**0**	**0**	**3**	**0**	**0**	**0**	**0**
	Grand Total %		**100.0**	**Male %**	**100.0**	**0.0**	**0.0**	**100.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Bldg Trades Plumbing

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
6549	Plumber	2	1	**Male**	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6547	Sprvsng Plumber	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**3**	**1**	**Male #**	**3**	**2**	**0**	**1**	**0**	**0**	**0**	**0**
	Grand Total %		**33.3**	**Male %**	**100.0**	**66.7**	**0.0**	**33.3**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Budget Planning & Admin

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1038	Admin Analyst/Spclst 12 Mo	4	1	Male	0	0	0	0	0	0	0	0
				Female	4	3	0	1	0	0	0	0
3306	Administrator III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**5**	**1**	**Male #**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**20.0**	**Male %**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**5**	**4**	**0**	**1**	**0**	**0**	**0**	**0**
				Female%	**100.0**	**80.0**	**0.0**	**20.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Building Maintenance Trades

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

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Bursars Office

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1741	Accounting Technician II	2	2	**Male**	1	0	0	0	1	0	0	0
				Female	1	0	1	0	0	0	0	0
1740	Accounting Technician III	2	2	**Male**	0	0	0	0	0	0	0	0
				Female	2	0	0	1	1	0	0	0
3082	SSP II	3	1	**Male**	1	1	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0
1038	Admin Analyst/Spclst 12 Mo	2	1	**Male**	1	0	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3318	Administrator I	2	2	**Male**	0	0	0	0	0	0	0	0
				Female	2	0	1	1	0	0	0	0
3312	Administrator II	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**12**	**8**	**Male #**	**3**	**1**	**0**	**1**	**1**	**0**	**0**	**0**
	Grand Total %		**66.7**	**Male %**	**25.0**	**8.3**	**0.0**	**8.3**	**8.3**	**0.0**	**0.0**	**0.0**
				Female #	**9**	**3**	**2**	**2**	**2**	**0**	**0**	**0**
				Female%	**75.0**	**25.0**	**16.7**	**16.7**	**16.7**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Business and Admin Svcs

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1038	Admin Analyst/Spclst 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
3312	Administrator II	1	1	**Male**	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**2**	**2**	**Male #**	**1**	**0**	**1**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**100.0**	**Male %**	**50.0**	**0.0**	**50.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**1**	**0**	**0**	**0**	**1**	**0**	**0**	**0**
				Female%	**50.0**	**0.0**	**0.0**	**0.0**	**50.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Campus Conservation

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

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Career Center

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1038	Admin Analyst/Spclst 12 Mo	1	1	**Male**	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
3082	SSP II	2	1	**Male**	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3084	SSP III	5	5	**Male**	0	0	0	0	0	0	0	0
				Female	5	0	2	2	1	0	0	0
3086	SSP IV	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3312	Administrator II	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**10**	**7**	**Male #**	**3**	**1**	**0**	**1**	**1**	**0**	**0**	**0**
	Grand Total %		**70.0**	**Male %**	**30.0**	**10.0**	**0.0**	**10.0**	**10.0**	**0.0**	**0.0**	**0.0**
				Female #	**7**	**2**	**2**	**2**	**1**	**0**	**0**	**0**
				Female%	**70.0**	**20.0**	**20.0**	**20.0**	**10.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Career Counseling

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

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: CARES

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
3084	SSP III	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3312	Administrator II	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**2**	**1**	**Male #**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**50.0**	**Male %**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**2**	**1**	**0**	**1**	**0**	**0**	**0**	**0**
				Female%	**100.0**	**50.0**	**0.0**	**50.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: CCE - Prog Ops & Support

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	1	0	0	1
3318	Administrator I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
3312	Administrator II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**4**	**3**	**Male #**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**75.0**	**Male %**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**4**	**1**	**0**	**0**	**2**	**0**	**0**	**1**
				Female%	**100.0**	**25.0**	**0.0**	**0.0**	**50.0**	**0.0**	**0.0**	**25.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: CCE-CCP

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1032	Admin Support Assistant 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
3312	Administrator II	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**2**	**1**	**Male #**	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**50.0**	**Male %**	**50.0**	**50.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**1**	**0**	**0**	**0**	**1**	**0**	**0**	**0**
				Female%	**50.0**	**0.0**	**0.0**	**0.0**	**50.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: CCE-Dean's Office

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3306	Administrator III	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3312	Administrator II	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3300	Administrator IV	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
	Grand Total #	**5**	**3**	**Male #**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**60.0**	**Male %**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**5**	**2**	**1**	**2**	**0**	**0**	**0**	**0**
				Female%	**100.0**	**40.0**	**20.0**	**40.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: CCE-EDP-Extrnl Degree Prog

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	7	4	Male	0	0	0	0	0	0	0	0
				Female	7	3	0	2	2	0	0	0
1038	Admin Analyst/Spclst 12 Mo	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
5181	Extended Ed Specialist I	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	1	0	0	0	0	0
3082	SSP II	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
3084	SSP III	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
5182	Extended Ed Specialist II	3	3	Male	0	0	0	0	0	0	0	0
				Female	3	0	0	3	0	0	0	0
3086	SSP IV	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3312	Administrator II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3306	Administrator III	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**21**	**10**	**Male #**	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**47.6**	**Male %**	**4.8**	**4.8**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**20**	**10**	**1**	**7**	**2**	**0**	**0**	**0**
				Female%	**95.2**	**47.6**	**4.8**	**33.3**	**9.5**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: CCE-Enrollment Svcs

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	7	6	Male	1	0	0	1	0	0	0	0
				Female	6	1	1	1	2	0	0	1
1032	Admin Support Assistant 12 Mo	2	2	Male	1	0	0	1	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1578	Instructional Support Asst II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3318	Administrator I	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**12**	**9**	**Male #**	**2**	**0**	**0**	**2**	**0**	**0**	**0**	**0**
	Grand Total %		**75.0**	**Male %**	**16.7**	**0.0**	**0.0**	**16.7**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**10**	**3**	**1**	**3**	**2**	**0**	**0**	**1**
				Female%	**83.3**	**25.0**	**8.3**	**25.0**	**16.7**	**0.0**	**0.0**	**8.3**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: CCE-Facilities

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1502	Shipping And ReceivIng Ast I	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1579	Instructional Support Asst III	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1035	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**3**	**1**	**Male #**	**2**	**1**	**0**	**1**	**0**	**0**	**0**	**0**
	Grand Total %		**33.3**	**Male %**	**66.7**	**33.3**	**0.0**	**33.3**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**33.3**	**33.3**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: CCE-Financial Services

		Total		Total								
Job Code	**Job Title**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
1035	Admin Support Coord 12 Mo	5	1	**Male**	1	1	0	0	0	0	0	0
				Female	4	3	0	0	1	0	0	0
1038	Admin Analyst/Spclst 12 Mo	3	1	**Male**	0	0	0	0	0	0	0	0
				Female	3	2	0	1	0	0	0	0
	Grand Total #	**8**	**2**	**Male #**	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**25.0**	**Male %**	**12.5**	**12.5**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**7**	**5**	**0**	**1**	**1**	**0**	**0**	**0**
				Female%	**87.5**	**62.5**	**0.0**	**12.5**	**12.5**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: CCE-HHS-Health & Human Svc

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2355	Graduate Assistant	5	3	Male	1	0	0	1	0	0	0	0
				Female	4	2	0	0	2	0	0	0
	Grand Total #	**5**	**3**	**Male #**	**1**	**0**	**0**	**1**	**0**	**0**	**0**	**0**
	Grand Total %		**60.0**	**Male %**	**20.0**	**0.0**	**0.0**	**20.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**4**	**2**	**0**	**0**	**2**	**0**	**0**	**0**
				Female%	**80.0**	**40.0**	**0.0**	**0.0**	**40.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: CCE-HR

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	1	0
1038	Admin Analyst/Spclst 12 Mo	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
3312	Administrator II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
	Grand Total #	**4**	**3**	**Male #**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**75.0**	**Male %**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**4**	**1**	**0**	**2**	**0**	**0**	**1**	**0**
				Female%	**100.0**	**25.0**	**0.0**	**50.0**	**0.0**	**0.0**	**25.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: CCE-NC-BUS-Business & Mgmt

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
5683	Research Technician I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1035	Admin Support Coord 12 Mo	4	4	Male	1	0	0	1	0	0	0	0
				Female	3	0	0	2	1	0	0	0
1038	Admin Analyst/Spclst 12 Mo	4	3	Male	2	1	0	0	1	0	0	0
				Female	2	0	0	2	0	0	0	0
5182	Extended Ed Specialist II	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3318	Administrator I	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**12**	**9**	**Male #**	**5**	**2**	**0**	**1**	**2**	**0**	**0**	**0**
	Grand Total %		**75.0**	**Male %**	**41.7**	**16.7**	**0.0**	**8.3**	**16.7**	**0.0**	**0.0**	**0.0**
				Female #	**7**	**1**	**0**	**5**	**1**	**0**	**0**	**0**
				Female%	**58.3**	**8.3**	**0.0**	**41.7**	**8.3**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: CCE-NC-CTS-Conf Train Svcs

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	11	8	**Male**	1	0	0	1	0	0	0	0
				Female	10	3	2	2	3	0	0	0
830	Desktop Pub/Graph Spec 12 Mo	1	1	**Male**	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
820	Graphic Designer 12 Mo	2	1	**Male**	1	1	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
1740	Accounting Technician III	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	5	2	**Male**	2	1	0	0	0	0	0	1
				Female	3	2	0	1	0	0	0	0
810	Media Prod Spec 12 Mo	3	1	**Male**	2	1	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
5182	Extended Ed Specialist II	2	0	**Male**	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3306	Administrator III	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**26**	**13**	**Male #**	**8**	**4**	**0**	**2**	**1**	**0**	**0**	**1**
	Grand Total %		**50.0**	**Male %**	**30.8**	**15.4**	**0.0**	**7.7**	**3.8**	**0.0**	**0.0**	**3.8**
				Female #	**18**	**9**	**2**	**3**	**4**	**0**	**0**	**0**
				Female%	**69.2**	**34.6**	**7.7**	**11.5**	**15.4**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: CCE-On Line Trng-Unit Costs

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
420	Info Tech Consultant 12 Mo	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
5181	Extended Ed Specialist I	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
820	Graphic Designer 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**4**	**0**	**Male #**	**2**	**2**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**0.0**	**Male %**	**50.0**	**50.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**2**	**2**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**50.0**	**50.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: CCE-Org Projects

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
5683	Research Technician I	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**1**	**0**	**Male #**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**0.0**	**Male %**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**100.0**	**100.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: CCE-Public Relations/Developmt

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
800	Pub Affairs/Comm Spec 12 Mo	2	1	Male	1	0	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**3**	**1**	**Male #**	**2**	**1**	**0**	**1**	**0**	**0**	**0**	**0**
	Grand Total %		**33.3**	**Male %**	**66.7**	**33.3**	**0.0**	**33.3**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**33.3**	**33.3**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: CCE-SS-Summer Session

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

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: CCE-Tech Svcs

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
420	Info Tech Consultant 12 Mo	4	3	Male	4	1	0	0	3	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**4**	**3**	**Male #**	**4**	**1**	**0**	**0**	**3**	**0**	**0**	**0**
	Grand Total %		**75.0**	**Male %**	**100.0**	**25.0**	**0.0**	**0.0**	**75.0**	**0.0**	**0.0**	**0.0**
				Female #	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Center for Calif Studies

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3318	Administrator I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3312	Administrator II	3	2	Male	1	0	0	0	0	0	0	1
				Female	2	1	0	1	0	0	0	0
3306	Administrator III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
	Grand Total #	**8**	**4**	**Male #**	**2**	**1**	**0**	**0**	**0**	**0**	**0**	**1**
	Grand Total %		**50.0**	**Male %**	**25.0**	**12.5**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**12.5**
				Female #	**6**	**3**	**0**	**3**	**0**	**0**	**0**	**0**
				Female%	**75.0**	**37.5**	**0.0**	**37.5**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Center for College Readiness

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

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Center for Teach & Learn

		Total		Total								
Job Code	**Job Title**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
1038	Admin Analyst/Spclst 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
420	Info Tech Consultant 12 Mo	3	3	**Male**	1	0	0	1	0	0	0	0
				Female	2	0	0	2	0	0	0	0
2361	Instr Fac 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
	Grand Total #	**5**	**5**	**Male #**	**1**	**0**	**0**	**1**	**0**	**0**	**0**	**0**
	Grand Total %		**100.0**	**Male %**	**20.0**	**0.0**	**0.0**	**20.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**4**	**0**	**0**	**2**	**2**	**0**	**0**	**0**
				Female%	**80.0**	**0.0**	**0.0**	**40.0**	**40.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Chemistry

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2354	Teaching Associate AY	8	4	Male	6	4	0	2	0	0	0	0
				Female	2	0	0	0	1	0	0	1
1617	Instructional Support Tech II	3	2	Male	0	0	0	0	0	0	0	0
				Female	3	1	0	1	0	0	0	1
2358	Lecturer AY	15	5	Male	10	6	0	2	2	0	0	0
				Female	5	4	0	1	0	0	0	0
2360	Instr Fac AY	15	4	Male	7	6	0	0	1	0	0	0
				Female	8	5	0	2	1	0	0	0
1619	Instructional Support Tech III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2481	Dept Chair 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**43**	**15**	**Male #**	**23**	**16**	**0**	**4**	**3**	**0**	**0**	**0**
	Grand Total %		**34.9**	**Male %**	**53.5**	**37.2**	**0.0**	**9.3**	**7.0**	**0.0**	**0.0**	**0.0**
				Female #	**20**	**12**	**0**	**4**	**2**	**0**	**0**	**2**
				Female%	**46.5**	**27.9**	**0.0**	**9.3**	**4.7**	**0.0**	**0.0**	**4.7**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Civil Engineering

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358	Lecturer AY	30	12	Male	25	16	1	1	5	1	0	1
				Female	5	2	1	0	2	0	0	0
2360	Instr Fac AY	10	1	Male	7	6	0	0	1	0	0	0
				Female	3	3	0	0	0	0	0	0
2481	Dept Chair 12 Mo	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
2388	Grnt Rltd Spc Fnd Inst Fac 12m	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**43**	**14**	**Male #**	**34**	**23**	**1**	**1**	**7**	**1**	**0**	**1**
	Grand Total %		**32.6**	**Male %**	**79.1**	**53.5**	**2.3**	**2.3**	**16.3**	**2.3**	**0.0**	**2.3**
				Female #	**9**	**6**	**1**	**0**	**2**	**0**	**0**	**0**
				Female%	**20.9**	**14.0**	**2.3**	**0.0**	**4.7**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Civil Enginrng-Out of State EE

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2358	Lecturer AY	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**1**	**0**	**Male #**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**0.0**	**Male %**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**100.0**	**100.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Clery Compliance Office

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

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: CMASE-NS&M

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

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: COB AD Academic Programs

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3086	SSP IV	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3306	Administrator III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
	Grand Total #	**3**	**1**	**Male #**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**33.3**	**Male %**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**3**	**2**	**0**	**0**	**1**	**0**	**0**	**0**
				Female%	**100.0**	**66.7**	**0.0**	**0.0**	**33.3**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: COB AD-Faculty Support

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1038	Admin Analyst/Spclst 12 Mo	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
3306	Administrator III	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**3**	**1**	**Male #**	**1**	**0**	**0**	**0**	**1**	**0**	**0**	**0**
	Grand Total %		**33.3**	**Male %**	**33.3**	**0.0**	**0.0**	**0.0**	**33.3**	**0.0**	**0.0**	**0.0**
				Female #	**2**	**2**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**66.7**	**66.7**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: COB Dean

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	3	2	Male	1	1	0	0	0	0	0	0
				Female	2	0	0	1	1	0	0	0
3300	Administrator IV	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**5**	**3**	**Male #**	**2**	**2**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**60.0**	**Male %**	**40.0**	**40.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**3**	**0**	**0**	**2**	**1**	**0**	**0**	**0**
				Female%	**60.0**	**0.0**	**0.0**	**40.0**	**20.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: COB Information Technology

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

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: COB-MBA

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3084	SSP III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3086	SSP IV	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3312	Administrator II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
	Grand Total #	**4**	**1**	**Male #**	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**25.0**	**Male %**	**25.0**	**25.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**3**	**2**	**0**	**0**	**1**	**0**	**0**	**0**
				Female%	**75.0**	**50.0**	**0.0**	**0.0**	**25.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: COB-OSE

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1038	Admin Analyst/Spclst 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
3084	SSP III	2	2	**Male**	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
3086	SSP IV	2	0	**Male**	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
3312	Administrator II	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**6**	**3**	**Male #**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**50.0**	**Male %**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**6**	**3**	**0**	**2**	**1**	**0**	**0**	**0**
				Female%	**100.0**	**50.0**	**0.0**	**33.3**	**16.7**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Col of Ed Student Success Ctr

		Total		Total								
Job Code	**Job Title**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
2628	Credential Analyst I	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2630	Credential Analyst II	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3086	SSP IV	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
	Grand Total #	**3**	**2**	**Male #**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**66.7**	**Male %**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**3**	**1**	**0**	**2**	**0**	**0**	**0**	**0**
				Female%	**100.0**	**33.3**	**0.0**	**66.7**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Coll of A&L Deans Ofc

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	1	**Male**	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	3	0	**Male**	0	0	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
3306	Administrator III	2	1	**Male**	0	0	0	0	0	0	0	0
				Female	2	1	1	0	0	0	0	0
3300	Administrator IV	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**7**	**2**	**Male #**	**1**	**0**	**0**	**1**	**0**	**0**	**0**	**0**
	Grand Total %		**28.6**	**Male %**	**14.3**	**0.0**	**0.0**	**14.3**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**6**	**5**	**1**	**0**	**0**	**0**	**0**	**0**
				Female%	**85.7**	**71.4**	**14.3**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Coll of E&CS Deans Office

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	2	1	**Male**	0	0	0	0	0	0	0	0
				Female	2	1	1	0	0	0	0	0
3086	SSP IV	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
3306	Administrator III	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3300	Administrator IV	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**6**	**2**	**Male #**	**3**	**3**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**33.3**	**Male %**	**50.0**	**50.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**3**	**1**	**1**	**0**	**1**	**0**	**0**	**0**
				Female%	**50.0**	**16.7**	**16.7**	**0.0**	**16.7**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Coll of Educ Deans Ofc

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
420	Info Tech Consultant 12 Mo	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
3306	Administrator III	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	1	0	0	0	0	0
3300	Administrator IV	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**7**	**5**	**Male #**	**2**	**1**	**0**	**0**	**1**	**0**	**0**	**0**
	Grand Total %		**71.4**	**Male %**	**28.6**	**14.3**	**0.0**	**0.0**	**14.3**	**0.0**	**0.0**	**0.0**
				Female #	**5**	**1**	**1**	**3**	**0**	**0**	**0**	**0**
				Female%	**71.4**	**14.3**	**14.3**	**42.9**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Coll of H&HS Deans Office

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	4	2	**Male**	0	0	0	0	0	0	0	0
				Female	4	2	0	2	0	0	0	0
3084	SSP III	3	1	**Male**	0	0	0	0	0	0	0	0
				Female	3	2	0	1	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	2	0	**Male**	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
420	Info Tech Consultant 12 Mo	2	0	**Male**	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3312	Administrator II	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3306	Administrator III	2	1	**Male**	2	1	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3300	Administrator IV	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**15**	**5**	**Male #**	**4**	**3**	**1**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**33.3**	**Male %**	**26.7**	**20.0**	**6.7**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**11**	**7**	**0**	**4**	**0**	**0**	**0**	**0**
				Female%	**73.3**	**46.7**	**0.0**	**26.7**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Coll of NSM Deans Ofc

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	1	1	0	0	0
1038	Admin Analyst/Spclst 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1
3318	Administrator I	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3306	Administrator III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3300	Administrator IV	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**6**	**3**	**Male #**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**50.0**	**Male %**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**6**	**3**	**0**	**1**	**1**	**0**	**0**	**1**
				Female%	**100.0**	**50.0**	**0.0**	**16.7**	**16.7**	**0.0**	**0.0**	**16.7**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Coll of SSIS Deans Ofc

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	3	1	Male	1	0	0	1	0	0	0	0
				Female	2	2	0	0	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
3306	Administrator III	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	1	0	1	0	0	0
3300	Administrator IV	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**8**	**4**	**Male #**	**2**	**1**	**0**	**1**	**0**	**0**	**0**	**0**
	Grand Total %		**50.0**	**Male %**	**25.0**	**12.5**	**0.0**	**12.5**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**6**	**3**	**2**	**0**	**1**	**0**	**0**	**0**
				Female%	**75.0**	**37.5**	**25.0**	**0.0**	**12.5**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: College of Arts & Letters

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

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: College of Education

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1038	Admin Analyst/Spclst 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
2361	Instr Fac 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
	Grand Total #	**2**	**2**	**Male #**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**100.0**	**Male %**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**2**	**0**	**1**	**0**	**1**	**0**	**0**	**0**
				Female%	**100.0**	**0.0**	**50.0**	**0.0**	**50.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: College of Engr & Comp Sci

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
410	Operating Sys Analyst 12 Mo	4	1	**Male**	3	3	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1
400	Analyst/Programmer 12 Mo	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7023	Equip Tech III, Electronic	1	1	**Male**	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
420	Info Tech Consultant 12 Mo	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7021	Equip Tech III, Mechanical	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**8**	**2**	**Male #**	**7**	**6**	**0**	**0**	**1**	**0**	**0**	**0**
	Grand Total %		**25.0**	**Male %**	**87.5**	**75.0**	**0.0**	**0.0**	**12.5**	**0.0**	**0.0**	**0.0**
				Female #	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**1**
				Female%	**12.5**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**12.5**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: College of H&HS

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2355	Graduate Assistant	3	3	**Male**	0	0	0	0	0	0	0	0
				Female	3	0	1	1	0	0	0	1
2358	Lecturer AY	3	2	**Male**	0	0	0	0	0	0	0	0
				Female	3	1	1	1	0	0	0	0
	Grand Total #	**6**	**5**	**Male #**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**83.3**	**Male %**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**6**	**1**	**2**	**2**	**0**	**0**	**0**	**1**
				Female%	**100.0**	**16.7**	**33.3**	**33.3**	**0.0**	**0.0**	**0.0**	**16.7**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: College of NS&M

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
3082	SSP II	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3084	SSP III	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**3**	**1**	**Male #**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**33.3**	**Male %**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**3**	**2**	**1**	**0**	**0**	**0**	**0**	**0**
				Female%	**100.0**	**66.7**	**33.3**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Comm Council Center

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3318	Administrator I	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**2**	**1**	**Male #**	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**50.0**	**Male %**	**50.0**	**50.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**1**	**0**	**0**	**1**	**0**	**0**	**0**	**0**
				Female%	**50.0**	**0.0**	**0.0**	**50.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Comm Sciences & Disorders

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2355	Graduate Assistant	2	1	**Male**	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
1035	Admin Support Coord 12 Mo	2	1	**Male**	1	1	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
2358	Lecturer AY	19	5	**Male**	5	3	0	1	0	0	0	1
				Female	14	11	0	0	1	0	0	2
2359	Lecturer 12 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2360	Instr Fac AY	4	1	**Male**	0	0	0	0	0	0	0	0
				Female	4	3	1	0	0	0	0	0
2481	Dept Chair 12 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**29**	**8**	**Male #**	**6**	**4**	**0**	**1**	**0**	**0**	**0**	**1**
	Grand Total %		**27.6**	**Male %**	**20.7**	**13.8**	**0.0**	**3.4**	**0.0**	**0.0**	**0.0**	**3.4**
				Female #	**23**	**17**	**1**	**1**	**2**	**0**	**0**	**2**
				Female%	**79.3**	**58.6**	**3.4**	**3.4**	**6.9**	**0.0**	**0.0**	**6.9**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Communication Studies

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2355	Graduate Assistant	3	1	**Male**	2	1	0	0	0	0	0	1
				Female	1	1	0	0	0	0	0	0
2354	Teaching Associate AY	5	3	**Male**	4	1	1	0	1	0	0	1
				Female	1	1	0	0	0	0	0	0
1035	Admin Support Coord 12 Mo	2	1	**Male**	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
1578	Instructional Support Asst II	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2358	Lecturer AY	33	6	**Male**	19	17	0	2	0	0	0	0
				Female	14	10	1	3	0	0	0	0
2360	Instr Fac AY	22	8	**Male**	9	4	0	4	1	0	0	0
				Female	13	10	1	1	1	0	0	0
2481	Dept Chair 12 Mo	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**67**	**19**	**Male #**	**36**	**25**	**1**	**6**	**2**	**0**	**0**	**2**
	Grand Total %		**28.4**	**Male %**	**53.7**	**37.3**	**1.5**	**9.0**	**3.0**	**0.0**	**0.0**	**3.0**
				Female #	**31**	**23**	**2**	**5**	**1**	**0**	**0**	**0**
				Female%	**46.3**	**34.3**	**3.0**	**7.5**	**1.5**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Community Engagement Center

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1038	Admin Analyst/Spclst 12 Mo	1	1	**Male**	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2361	Instr Fac 12 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**2**	**1**	**Male #**	**1**	**0**	**0**	**1**	**0**	**0**	**0**	**0**
	Grand Total %		**50.0**	**Male %**	**50.0**	**0.0**	**0.0**	**50.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**50.0**	**50.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Computer Science

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2354	Teaching Associate AY	10	10	**Male**	5	0	0	0	5	0	0	0
				Female	5	0	0	0	5	0	0	0
1032	Admin Support Assistant 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
1035	Admin Support Coord 12 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358	Lecturer AY	22	11	**Male**	15	8	0	1	5	0	1	0
				Female	7	3	0	0	4	0	0	0
2360	Instr Fac AY	12	5	**Male**	8	5	0	0	3	0	0	0
				Female	4	2	0	0	2	0	0	0
2481	Dept Chair 12 Mo	1	1	**Male**	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**47**	**28**	**Male #**	**29**	**13**	**0**	**1**	**14**	**0**	**1**	**0**
	Grand Total %		**59.6**	**Male %**	**61.7**	**27.7**	**0.0**	**2.1**	**29.8**	**0.0**	**2.1**	**0.0**
				Female #	**18**	**6**	**1**	**0**	**11**	**0**	**0**	**0**
				Female%	**38.3**	**12.8**	**2.1**	**0.0**	**23.4**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Construction Management

		Total		Total								
Job Code	**Job Title**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
1032	Admin Support Assistant 12 Mo	2	2	**Male**	1	0	0	1	0	0	0	0
				Female	1	0	0	0	0	1	0	0
1035	Admin Support Coord 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
2358	Lecturer AY	26	7	**Male**	22	16	0	3	1	0	1	1
				Female	4	3	0	0	1	0	0	0
2360	Instr Fac AY	4	0	**Male**	3	3	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2481	Dept Chair 12 Mo	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**34**	**10**	**Male #**	**27**	**20**	**0**	**4**	**1**	**0**	**1**	**1**
	Grand Total %		**29.4**	**Male %**	**79.4**	**58.8**	**0.0**	**11.8**	**2.9**	**0.0**	**2.9**	**2.9**
				Female #	**7**	**4**	**1**	**0**	**1**	**1**	**0**	**0**
				Female%	**20.6**	**11.8**	**2.9**	**0.0**	**2.9**	**2.9**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Contract - Interpreter

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
7220	Realtime Captioner 8/12	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
7201	Interpreter II 8/12	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	1	0
7168	Lead Interpreter	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
	Grand Total #	**3**	**3**	**Male #**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**100.0**	**Male %**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**3**	**0**	**0**	**2**	**0**	**0**	**1**	**0**
				Female%	**100.0**	**0.0**	**0.0**	**66.7**	**0.0**	**0.0**	**33.3**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Cooper Woodson College

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1030	Admin Support Assistant 10/12	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1033	Admin Support Coord 10/12	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1
	Grand Total #	**2**	**2**	**Male #**	**1**	**0**	**1**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**100.0**	**Male %**	**50.0**	**0.0**	**50.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**1**
				Female%	**50.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**50.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Criminal Justice

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	2	0	**Male**	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358	Lecturer AY	30	16	**Male**	21	12	5	3	1	0	0	0
				Female	9	2	5	2	0	0	0	0
3084	SSP III	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
2360	Instr Fac AY	15	6	**Male**	5	1	1	1	2	0	0	0
				Female	10	8	0	0	1	1	0	0
2481	Dept Chair 12 Mo	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**49**	**23**	**Male #**	**28**	**15**	**6**	**4**	**3**	**0**	**0**	**0**
	Grand Total %		**46.9**	**Male %**	**57.1**	**30.6**	**12.2**	**8.2**	**6.1**	**0.0**	**0.0**	**0.0**
				Female #	**21**	**11**	**6**	**2**	**1**	**1**	**0**	**0**
				Female%	**42.9**	**22.4**	**12.2**	**4.1**	**2.0**	**2.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Cross Cnty/Trk&Fld-Womens

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

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Cross Country/Trk&Fld-Mens

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

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: CSU Student Success Network

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

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Ctr for Innov and Entrepreneur

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1038	Admin Analyst/Spclst 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3306	Administrator III	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**2**	**1**	**Male #**	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**50.0**	**Male %**	**50.0**	**50.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**1**	**0**	**0**	**1**	**0**	**0**	**0**	**0**
				Female%	**50.0**	**0.0**	**0.0**	**50.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Ctr for Sci and Math Success

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**2**	**1**	**Male #**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**50.0**	**Male %**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**2**	**1**	**0**	**1**	**0**	**0**	**0**	**0**
				Female%	**100.0**	**50.0**	**0.0**	**50.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Custodial Services

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2015	Lead Custodian	6	5	**Male**	4	1	1	1	1	0	0	0
				Female	2	0	0	2	0	0	0	0
2010	Custodian	53	48	**Male**	34	5	5	2	21	0	0	1
				Female	19	0	1	11	6	0	1	0
3318	Administrator I	3	1	**Male**	2	2	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
	Grand Total #	**62**	**54**	**Male #**	**40**	**8**	**6**	**3**	**22**	**0**	**0**	**1**
	Grand Total %		**87.1**	**Male %**	**64.5**	**12.9**	**9.7**	**4.8**	**35.5**	**0.0**	**0.0**	**1.6**
				Female #	**22**	**0**	**1**	**13**	**7**	**0**	**1**	**0**
				Female%	**35.5**	**0.0**	**1.6**	**21.0**	**11.3**	**0.0**	**1.6**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Customer Service Center

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1506	Storekeeper I	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1035	Admin Support Coord 12 Mo	2	2	**Male**	0	0	0	0	0	0	0	0
				Female	2	0	0	0	1	0	0	1
1038	Admin Analyst/Spclst 12 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3318	Administrator I	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**5**	**2**	**Male #**	**2**	**2**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**40.0**	**Male %**	**40.0**	**40.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**3**	**1**	**0**	**0**	**1**	**0**	**0**	**1**
				Female%	**60.0**	**20.0**	**0.0**	**0.0**	**20.0**	**0.0**	**0.0**	**20.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Dept of Design

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1034	Admin Support Coord 11/12	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	1	0
1035	Admin Support Coord 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
2358	Lecturer AY	11	5	**Male**	5	3	0	2	0	0	0	0
				Female	6	3	1	2	0	0	0	0
810	Media Prod Spec 12 Mo	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2360	Instr Fac AY	13	4	**Male**	5	3	1	0	1	0	0	0
				Female	8	6	1	0	1	0	0	0
2481	Dept Chair 12 Mo	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**28**	**11**	**Male #**	**12**	**8**	**1**	**2**	**1**	**0**	**0**	**0**
	Grand Total %		**39.3**	**Male %**	**42.9**	**28.6**	**3.6**	**7.1**	**3.6**	**0.0**	**0.0**	**0.0**
				Female #	**16**	**9**	**3**	**2**	**1**	**0**	**1**	**0**
				Female%	**57.1**	**32.1**	**10.7**	**7.1**	**3.6**	**0.0**	**3.6**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Dept of Design-Out of State EE

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2360	Instr Fac AY	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**1**	**0**	**Male #**	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**0.0**	**Male %**	**100.0**	**100.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Dept of Theatre and Dance

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	2	1	**Male**	0	0	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0
840	Performing Arts Tech 12 Mo	3	1	**Male**	0	0	0	0	0	0	0	0
				Female	3	2	0	1	0	0	0	0
2358	Lecturer AY	15	6	**Male**	6	3	0	2	0	0	0	1
				Female	9	6	1	0	0	2	0	0
2360	Instr Fac AY	5	2	**Male**	2	0	2	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
2481	Dept Chair 12 Mo	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**26**	**10**	**Male #**	**9**	**4**	**2**	**2**	**0**	**0**	**0**	**1**
	Grand Total %		**38.5**	**Male %**	**34.6**	**15.4**	**7.7**	**7.7**	**0.0**	**0.0**	**0.0**	**3.8**
				Female #	**17**	**12**	**1**	**1**	**1**	**2**	**0**	**0**
				Female%	**65.4**	**46.2**	**3.8**	**3.8**	**3.8**	**7.7**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Development

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	2	0	**Male**	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
3312	Administrator II	10	4	**Male**	6	3	2	1	0	0	0	0
				Female	4	3	0	0	1	0	0	0
3306	Administrator III	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**14**	**5**	**Male #**	**6**	**3**	**2**	**1**	**0**	**0**	**0**	**0**
	Grand Total %		**35.7**	**Male %**	**42.9**	**21.4**	**14.3**	**7.1**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**8**	**6**	**1**	**0**	**1**	**0**	**0**	**0**
				Female%	**57.1**	**42.9**	**7.1**	**0.0**	**7.1**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Disability Access Center

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3084	SSP III	2	2	**Male**	1	0	1	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
420	Info Tech Consultant 12 Mo	1	1	**Male**	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3318	Administrator I	1	1	**Male**	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3312	Administrator II	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
	Grand Total #	**7**	**6**	**Male #**	**3**	**0**	**2**	**1**	**0**	**0**	**0**	**0**
	Grand Total %		**85.7**	**Male %**	**42.9**	**0.0**	**28.6**	**14.3**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**4**	**1**	**2**	**0**	**1**	**0**	**0**	**0**
				Female%	**57.1**	**14.3**	**28.6**	**0.0**	**14.3**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Doctorate in Ed Leadership

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2355	Graduate Assistant	11	7	**Male**	2	1	1	0	0	0	0	0
				Female	9	3	1	3	1	0	0	1
800	Pub Affairs/Comm Spec 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
2358	Lecturer AY	2	2	**Male**	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
2360	Instr Fac AY	2	0	**Male**	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2361	Instr Fac 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
	Grand Total #	**18**	**12**	**Male #**	**3**	**2**	**1**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**66.7**	**Male %**	**16.7**	**11.1**	**5.6**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**15**	**4**	**2**	**6**	**2**	**0**	**0**	**1**
				Female%	**83.3**	**22.2**	**11.1**	**33.3**	**11.1**	**0.0**	**0.0**	**5.6**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Doctorate of Physical Therapy

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	2	1	**Male**	1	1	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
3082	SSP II	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2358	Lecturer AY	7	2	**Male**	3	2	0	1	0	0	0	0
				Female	4	3	0	0	1	0	0	0
2360	Instr Fac AY	7	3	**Male**	5	2	0	2	1	0	0	0
				Female	2	2	0	0	0	0	0	0
2361	Instr Fac 12 Mo	1	1	**Male**	1	0	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0
2481	Dept Chair 12 Mo	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**19**	**8**	**Male #**	**11**	**6**	**0**	**3**	**1**	**0**	**0**	**1**
	Grand Total %		**42.1**	**Male %**	**57.9**	**31.6**	**0.0**	**15.8**	**5.3**	**0.0**	**0.0**	**5.3**
				Female #	**8**	**5**	**0**	**1**	**2**	**0**	**0**	**0**
				Female%	**42.1**	**26.3**	**0.0**	**5.3**	**10.5**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Dreamer Center Programs

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

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Economics

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2358	Lecturer AY	9	2	**Male**	7	6	0	0	1	0	0	0
				Female	2	1	0	0	1	0	0	0
1035	Admin Support Coord 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1
2360	Instr Fac AY	11	3	**Male**	7	5	0	0	2	0	0	0
				Female	4	3	0	0	1	0	0	0
2481	Dept Chair 12 Mo	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**22**	**6**	**Male #**	**15**	**12**	**0**	**0**	**3**	**0**	**0**	**0**
	Grand Total %		**27.3**	**Male %**	**68.2**	**54.5**	**0.0**	**0.0**	**13.6**	**0.0**	**0.0**	**0.0**
				Female #	**7**	**4**	**0**	**0**	**2**	**0**	**0**	**1**
				Female%	**31.8**	**18.2**	**0.0**	**0.0**	**9.1**	**0.0**	**0.0**	**4.5**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Electrical Engineering

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2354	Teaching Associate AY	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1035	Admin Support Coord 12 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358	Lecturer AY	20	7	**Male**	19	12	1	1	5	0	0	0
				Female	1	1	0	0	0	0	0	0
2360	Instr Fac AY	11	5	**Male**	7	3	2	0	2	0	0	0
				Female	4	3	0	0	1	0	0	0
2481	Dept Chair 12 Mo	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**34**	**12**	**Male #**	**28**	**17**	**3**	**1**	**7**	**0**	**0**	**0**
	Grand Total %		**35.3**	**Male %**	**82.4**	**50.0**	**8.8**	**2.9**	**20.6**	**0.0**	**0.0**	**0.0**
				Female #	**6**	**5**	**0**	**0**	**1**	**0**	**0**	**0**
				Female%	**17.6**	**14.7**	**0.0**	**0.0**	**2.9**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Electronic Svc Ctr-NS&M

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
7023	Equip Tech III, Electronic	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**1**	**0**	**Male #**	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**0.0**	**Male %**	**100.0**	**100.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Energy Management

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

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Engineering Services

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
6251	Facilities Worker II	1	1	**Male**	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6702	Building Service Engineer	8	4	**Male**	8	4	1	3	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6707	Lead Building Service Engineer	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6260	Facilities Cntrl Specialist	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3318	Administrator I	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**12**	**5**	**Male #**	**12**	**7**	**2**	**3**	**0**	**0**	**0**	**0**
	Grand Total %		**41.7**	**Male %**	**100.0**	**58.3**	**16.7**	**25.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: English

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2355	Graduate Assistant	4	1	Male	1	1	0	0	0	0	0	0
				Female	3	2	0	1	0	0	0	0
2354	Teaching Associate AY	5	4	Male	2	0	0	1	0	0	0	1
				Female	3	1	1	1	0	0	0	0
1032	Admin Support Assistant 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1
2358	Lecturer AY	35	5	Male	11	8	0	2	1	0	0	0
				Female	24	22	0	2	0	0	0	0
2360	Instr Fac AY	17	5	Male	8	7	0	0	1	0	0	0
				Female	9	5	1	1	2	0	0	0
2481	Dept Chair 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
	Grand Total #	**63**	**17**	**Male #**	**22**	**16**	**0**	**3**	**2**	**0**	**0**	**1**
	Grand Total %		**27.0**	**Male %**	**34.9**	**25.4**	**0.0**	**4.8**	**3.2**	**0.0**	**0.0**	**1.6**
				Female #	**41**	**30**	**2**	**5**	**3**	**0**	**0**	**1**
				Female%	**65.1**	**47.6**	**3.2**	**7.9**	**4.8**	**0.0**	**0.0**	**1.6**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Enrollment Operations

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

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Environmental Studies

		Total		Total								
Job Code	**Job Title**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
1035	Admin Support Coord 12 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358	Lecturer AY	9	2	**Male**	7	5	2	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2360	Instr Fac AY	3	1	**Male**	1	1	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0
2481	Dept Chair 12 Mo	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**14**	**3**	**Male #**	**9**	**7**	**2**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**21.4**	**Male %**	**64.3**	**50.0**	**14.3**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**5**	**4**	**0**	**0**	**1**	**0**	**0**	**0**
				Female%	**35.7**	**28.6**	**0.0**	**0.0**	**7.1**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: EOP Administration

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1038	Admin Analyst/Spclst 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3084	SSP III	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
3086	SSP IV	4	4	**Male**	3	0	1	1	1	0	0	0
				Female	1	0	0	0	1	0	0	0
	Grand Total #	**6**	**6**	**Male #**	**3**	**0**	**1**	**1**	**1**	**0**	**0**	**0**
	Grand Total %		**100.0**	**Male %**	**50.0**	**0.0**	**16.7**	**16.7**	**16.7**	**0.0**	**0.0**	**0.0**
				Female #	**3**	**0**	**1**	**1**	**1**	**0**	**0**	**0**
				Female%	**50.0**	**0.0**	**16.7**	**16.7**	**16.7**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Equip Suppt Ctr-NS&M

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
7021	Equip Tech III, Mechanical	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**2**	**0**	**Male #**	**2**	**2**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**0.0**	**Male %**	**100.0**	**100.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Ethnic Studies

		Total			Total							
Job Code	**Job Title**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
1035	Admin Support Coord 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
2358	Lecturer AY	14	14	**Male**	5	0	2	0	3	0	0	0
				Female	9	0	1	3	3	1	0	1
2360	Instr Fac AY	18	18	**Male**	8	0	3	1	2	2	0	0
				Female	10	0	2	4	4	0	0	0
2481	Dept Chair 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	1	0	0
	Grand Total #	**34**	**34**	**Male #**	**13**	**0**	**5**	**1**	**5**	**2**	**0**	**0**
	Grand Total %		**100.0**	**Male %**	**38.2**	**0.0**	**14.7**	**2.9**	**14.7**	**5.9**	**0.0**	**0.0**
				Female #	**21**	**0**	**4**	**7**	**7**	**2**	**0**	**1**
				Female%	**61.8**	**0.0**	**11.8**	**20.6**	**20.6**	**5.9**	**0.0**	**2.9**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Events Manager

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1038	Admin Analyst/Spclst 12 Mo	2	0	**Male**	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3318	Administrator I	1	1	**Male**	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**3**	**1**	**Male #**	**3**	**2**	**1**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**33.3**	**Male %**	**100.0**	**66.7**	**33.3**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: External Affairs

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3318	Administrator I	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3312	Administrator II	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**3**	**0**	**Male #**	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**0.0**	**Male %**	**33.3**	**33.3**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**2**	**2**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**66.7**	**66.7**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Fac Mgmt-Parking

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2010	Custodian	3	2	Male	2	1	0	0	1	0	0	0
				Female	1	0	0	0	1	0	0	0
731	Groundsworker	2	2	Male	2	0	0	1	1	0	0	0
				Female	0	0	0	0	0	0	0	0
6363	Light Auto Equipment Operator	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**6**	**4**	**Male #**	**5**	**2**	**0**	**1**	**2**	**0**	**0**	**0**
	Grand Total %		**66.7**	**Male %**	**83.3**	**33.3**	**0.0**	**16.7**	**33.3**	**0.0**	**0.0**	**0.0**
				Female #	**1**	**0**	**0**	**0**	**1**	**0**	**0**	**0**
				Female%	**16.7**	**0.0**	**0.0**	**0.0**	**16.7**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Facilities Management

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1038	Admin Analyst/Spclst 12 Mo	4	4	**Male**	0	0	0	0	0	0	0	0
				Female	4	0	0	0	4	0	0	0
420	Info Tech Consultant 12 Mo	1	1	**Male**	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3312	Administrator II	3	1	**Male**	2	1	1	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3306	Administrator III	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**9**	**6**	**Male #**	**3**	**1**	**1**	**1**	**0**	**0**	**0**	**0**
	Grand Total %		**66.7**	**Male %**	**33.3**	**11.1**	**11.1**	**11.1**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**6**	**2**	**0**	**0**	**4**	**0**	**0**	**0**
				Female%	**66.7**	**22.2**	**0.0**	**0.0**	**44.4**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Facilities Planning

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1038	Admin Analyst/Spclst 12 Mo	3	0	Male	2	2	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
6726	Planner/Estimator/Scheduler	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3312	Administrator II	3	2	Male	2	1	0	0	0	1	0	0
				Female	1	0	0	1	0	0	0	0
3306	Administrator III	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**8**	**4**	**Male #**	**6**	**3**	**1**	**0**	**1**	**1**	**0**	**0**
	Grand Total %		**50.0**	**Male %**	**75.0**	**37.5**	**12.5**	**0.0**	**12.5**	**12.5**	**0.0**	**0.0**
				Female #	**2**	**1**	**0**	**1**	**0**	**0**	**0**	**0**
				Female%	**25.0**	**12.5**	**0.0**	**12.5**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Faculty Advancement

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

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Faculty Senate

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

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Faculty Success

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

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Family Consumer Science

		Total		Total								
Job Code	**Job Title**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
1578	Instructional Support Asst II	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
1035	Admin Support Coord 12 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358	Lecturer AY	20	5	**Male**	2	1	0	1	0	0	0	0
				Female	18	14	0	2	2	0	0	0
2360	Instr Fac AY	8	4	**Male**	1	0	0	0	0	1	0	0
				Female	7	4	0	0	3	0	0	0
2481	Dept Chair 12 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**31**	**10**	**Male #**	**3**	**1**	**0**	**1**	**0**	**1**	**0**	**0**
	Grand Total %		**32.3**	**Male %**	**9.7**	**3.2**	**0.0**	**3.2**	**0.0**	**3.2**	**0.0**	**0.0**
				Female #	**28**	**20**	**1**	**2**	**5**	**0**	**0**	**0**
				Female%	**90.3**	**64.5**	**3.2**	**6.5**	**16.1**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Finance and Insurance and RE

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2358	Lecturer AY	8	3	**Male**	7	5	0	0	2	0	0	0
				Female	1	0	0	0	1	0	0	0
2360	Instr Fac AY	10	9	**Male**	7	0	0	0	6	1	0	0
				Female	3	1	0	0	2	0	0	0
	Grand Total #	**18**	**12**	**Male #**	**14**	**5**	**0**	**0**	**8**	**1**	**0**	**0**
	Grand Total %		**66.7**	**Male %**	**77.8**	**27.8**	**0.0**	**0.0**	**44.4**	**5.6**	**0.0**	**0.0**
				Female #	**4**	**1**	**0**	**0**	**3**	**0**	**0**	**0**
				Female%	**22.2**	**5.6**	**0.0**	**0.0**	**16.7**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Financial Aid

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1038	Admin Analyst/Spclst 12 Mo	1	1	**Male**	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3079	SSP I	8	5	**Male**	4	2	0	2	0	0	0	0
				Female	4	1	1	0	1	0	0	1
3082	SSP II	3	2	**Male**	1	0	0	0	1	0	0	0
				Female	2	1	0	0	1	0	0	0
420	Info Tech Consultant 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
3084	SSP III	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3086	SSP IV	3	1	**Male**	0	0	0	0	0	0	0	0
				Female	3	2	0	1	0	0	0	0
3312	Administrator II	2	1	**Male**	0	0	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0
3306	Administrator III	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**20**	**11**	**Male #**	**7**	**3**	**0**	**3**	**1**	**0**	**0**	**0**
	Grand Total %		**55.0**	**Male %**	**35.0**	**15.0**	**0.0**	**15.0**	**5.0**	**0.0**	**0.0**	**0.0**
				Female #	**13**	**6**	**1**	**1**	**4**	**0**	**0**	**1**
				Female%	**65.0**	**30.0**	**5.0**	**5.0**	**20.0**	**0.0**	**0.0**	**5.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Financial Services

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1038	Admin Analyst/Spclst 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
420	Info Tech Consultant 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3306	Administrator III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
	Grand Total #	**3**	**2**	**Male #**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**66.7**	**Male %**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**3**	**1**	**0**	**2**	**0**	**0**	**0**	**0**
				Female%	**100.0**	**33.3**	**0.0**	**66.7**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: First Star Academy

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

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Football

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
810	Media Prod Spec 12 Mo	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2383	Coaching Assistant 10 Mo	4	0	Male	4	4	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2379	Coaching Specialist 12 Mo	7	5	Male	7	2	2	0	0	0	0	3
				Female	0	0	0	0	0	0	0	0
3306	Administrator III	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3300	Administrator IV	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**15**	**6**	**Male #**	**15**	**9**	**2**	**1**	**0**	**0**	**0**	**3**
	Grand Total %		**40.0**	**Male %**	**100.0**	**60.0**	**13.3**	**6.7**	**0.0**	**0.0**	**0.0**	**20.0**
				Female #	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Full Circle Project

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

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Geography

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	1	**Male**	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2358	Lecturer AY	7	0	**Male**	3	3	0	0	0	0	0	0
				Female	4	4	0	0	0	0	0	0
2360	Instr Fac AY	8	0	**Male**	5	5	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
2481	Dept Chair 12 Mo	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**17**	**1**	**Male #**	**10**	**9**	**0**	**1**	**0**	**0**	**0**	**0**
	Grand Total %		**5.9**	**Male %**	**58.8**	**52.9**	**0.0**	**5.9**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**7**	**7**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**41.2**	**41.2**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Geology

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2354	Teaching Associate AY	4	2	Male	2	1	0	1	0	0	0	0
				Female	2	1	0	0	0	0	0	1
1615	Instructional Support Tech I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
1035	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2358	Lecturer AY	7	0	Male	2	2	0	0	0	0	0	0
				Female	5	5	0	0	0	0	0	0
2360	Instr Fac AY	5	2	Male	3	1	0	0	2	0	0	0
				Female	2	2	0	0	0	0	0	0
2481	Dept Chair 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**19**	**6**	**Male #**	**7**	**4**	**0**	**1**	**2**	**0**	**0**	**0**
	Grand Total %		**31.6**	**Male %**	**36.8**	**21.1**	**0.0**	**5.3**	**10.5**	**0.0**	**0.0**	**0.0**
				Female #	**12**	**9**	**0**	**1**	**1**	**0**	**0**	**1**
				Female%	**63.2**	**47.4**	**0.0**	**5.3**	**5.3**	**0.0**	**0.0**	**5.3**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Gerontology

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2358	Lecturer AY	2	0	**Male**	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2481	Dept Chair 12 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**3**	**0**	**Male #**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**0.0**	**Male %**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**3**	**3**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**100.0**	**100.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Golf-Womens

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2383	Coaching Assistant 10 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
2379	Coaching Specialist 12 Mo	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**2**	**1**	**Male #**	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**50.0**	**Male %**	**50.0**	**50.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**1**	**0**	**0**	**0**	**1**	**0**	**0**	**0**
				Female%	**50.0**	**0.0**	**0.0**	**0.0**	**50.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Graduate & Prof Stds in Educ

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1032	Admin Support Assistant 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1035	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358	Lecturer AY	24	12	Male	8	2	1	4	1	0	0	0
				Female	16	10	1	3	1	0	0	1
2360	Instr Fac AY	21	12	Male	7	3	0	4	0	0	0	0
				Female	14	6	5	1	2	0	0	0
2481	Dept Chair 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**49**	**25**	**Male #**	**15**	**5**	**1**	**8**	**1**	**0**	**0**	**0**
	Grand Total %		**51.0**	**Male %**	**30.6**	**10.2**	**2.0**	**16.3**	**2.0**	**0.0**	**0.0**	**0.0**
				Female #	**34**	**19**	**6**	**5**	**3**	**0**	**0**	**1**
				Female%	**69.4**	**38.8**	**12.2**	**10.2**	**6.1**	**0.0**	**0.0**	**2.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Graduate Studies

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	5	3	**Male**	1	1	0	0	0	0	0	0
				Female	4	1	1	2	0	0	0	0
2632	Evaluator I	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
3082	SSP II	2	2	**Male**	1	0	0	1	0	0	0	0
				Female	1	0	1	0	0	0	0	0
3084	SSP III	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3086	SSP IV	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
3306	Administrator III	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3300	Administrator IV	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**12**	**7**	**Male #**	**2**	**1**	**0**	**1**	**0**	**0**	**0**	**0**
	Grand Total %		**58.3**	**Male %**	**16.7**	**8.3**	**0.0**	**8.3**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**10**	**4**	**2**	**2**	**2**	**0**	**0**	**0**
				Female%	**83.3**	**33.3**	**16.7**	**16.7**	**16.7**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Grounds Maintenance

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
731	Groundsworker	6	5	**Male**	6	1	0	5	0	0	0	0
				Female	0	0	0	0	0	0	0	0
745	Gardening Specialist	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
735	Irrigation Specialist	2	1	**Male**	2	1	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
6363	Light Auto Equipment Operator	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
726	Lead Groundsworker	2	1	**Male**	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**12**	**7**	**Male #**	**11**	**4**	**0**	**6**	**1**	**0**	**0**	**0**
	Grand Total %		**58.3**	**Male %**	**91.7**	**33.3**	**0.0**	**50.0**	**8.3**	**0.0**	**0.0**	**0.0**
				Female #	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**8.3**	**8.3**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Guardian Scholars Program

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1038	Admin Analyst/Spclst 12 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3082	SSP II	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3084	SSP III	2	2	**Male**	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
3086	SSP IV	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1
3312	Administrator II	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
	Grand Total #	**6**	**5**	**Male #**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**83.3**	**Male %**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**6**	**1**	**1**	**3**	**0**	**0**	**0**	**1**
				Female%	**100.0**	**16.7**	**16.7**	**50.0**	**0.0**	**0.0**	**0.0**	**16.7**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Gymnastics-Womens

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2383	Coaching Assistant 10 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2382	Coaching Assistant 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2379	Coaching Specialist 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**3**	**0**	**Male #**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**0.0**	**Male %**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**3**	**3**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**100.0**	**100.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: History

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2355	Graduate Assistant	6	1	**Male**	3	3	0	0	0	0	0	0
				Female	3	2	0	1	0	0	0	0
1032	Admin Support Assistant 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358	Lecturer AY	19	3	**Male**	13	11	0	1	1	0	0	0
				Female	6	5	0	0	1	0	0	0
2360	Instr Fac AY	21	7	**Male**	9	7	0	1	0	1	0	0
				Female	12	7	2	2	0	0	0	1
2481	Dept Chair 12 Mo	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2388	Grnt Rltd Spc Fnd Inst Fac 12m	1	1	**Male**	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**50**	**13**	**Male #**	**27**	**22**	**1**	**2**	**1**	**1**	**0**	**0**
	Grand Total %		**26.0**	**Male %**	**54.0**	**44.0**	**2.0**	**4.0**	**2.0**	**2.0**	**0.0**	**0.0**
				Female #	**23**	**15**	**2**	**4**	**1**	**0**	**0**	**1**
				Female%	**46.0**	**30.0**	**4.0**	**8.0**	**2.0**	**0.0**	**0.0**	**2.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Honors' Program

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

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Hornet Ticket Office

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

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: HR Academic Labor Relations

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1176	Cnfdntl Admin Support 12 Mo	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
3312	Administrator II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
	Grand Total #	**2**	**2**	**Male #**	**1**	**0**	**0**	**0**	**1**	**0**	**0**	**0**
	Grand Total %		**100.0**	**Male %**	**50.0**	**0.0**	**0.0**	**0.0**	**50.0**	**0.0**	**0.0**	**0.0**
				Female #	**1**	**0**	**1**	**0**	**0**	**0**	**0**	**0**
				Female%	**50.0**	**0.0**	**50.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: HR Benefits Office

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	3	3	Male	1	0	0	1	0	0	0	0
				Female	2	0	0	1	1	0	0	0
1038	Admin Analyst/Spclst 12 Mo	4	1	Male	1	1	0	0	0	0	0	0
				Female	3	2	1	0	0	0	0	0
3312	Administrator II	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**8**	**4**	**Male #**	**3**	**2**	**0**	**1**	**0**	**0**	**0**	**0**
	Grand Total %		**50.0**	**Male %**	**37.5**	**25.0**	**0.0**	**12.5**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**5**	**2**	**1**	**1**	**1**	**0**	**0**	**0**
				Female%	**62.5**	**25.0**	**12.5**	**12.5**	**12.5**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: HR Central

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1176	Cnfdntl Admin Support 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1
3306	Administrator III	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
	Grand Total #	**2**	**2**	**Male #**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**100.0**	**Male %**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**2**	**0**	**1**	**0**	**0**	**0**	**0**	**1**
				Female%	**100.0**	**0.0**	**50.0**	**0.0**	**0.0**	**0.0**	**0.0**	**50.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: HR Class and Comp

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

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: HR Employee Services

		Total		Total								
Job Code	**Job Title**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
1035	Admin Support Coord 12 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	5	2	**Male**	2	2	0	0	0	0	0	0
				Female	3	1	1	1	0	0	0	0
3312	Administrator II	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
	Grand Total #	**7**	**3**	**Male #**	**2**	**2**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**42.9**	**Male %**	**28.6**	**28.6**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**5**	**2**	**2**	**1**	**0**	**0**	**0**	**0**
				Female%	**71.4**	**28.6**	**28.6**	**14.3**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: HR Payroll Office

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1100	Payroll Technician I	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1101	Payroll Technician II	4	4	**Male**	1	0	0	1	0	0	0	0
				Female	3	0	0	2	0	0	1	0
1102	Payroll Technician III	2	0	**Male**	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3312	Administrator II	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
	Grand Total #	**9**	**6**	**Male #**	**3**	**2**	**0**	**1**	**0**	**0**	**0**	**0**
	Grand Total %		**66.7**	**Male %**	**33.3**	**22.2**	**0.0**	**11.1**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**6**	**1**	**0**	**3**	**1**	**0**	**1**	**0**
				Female%	**66.7**	**11.1**	**0.0**	**33.3**	**11.1**	**0.0**	**11.1**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: HR Staff ELR

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1176	Cnfdntl Admin Support 12 Mo	3	1	**Male**	1	1	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0
3312	Administrator II	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**4**	**1**	**Male #**	**2**	**2**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**25.0**	**Male %**	**50.0**	**50.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**2**	**1**	**0**	**0**	**1**	**0**	**0**	**0**
				Female%	**50.0**	**25.0**	**0.0**	**0.0**	**25.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Hsg-Administration

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
3082	SSP II	4	3	Male	2	1	1	0	0	0	0	0
				Female	2	0	0	1	0	0	0	1
1038	Admin Analyst/Spclst 12 Mo	3	1	Male	1	0	0	1	0	0	0	0
				Female	2	2	0	0	0	0	0	0
3086	SSP IV	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3318	Administrator I	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
420	Info Tech Consultant 12 Mo	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
3312	Administrator II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
3306	Administrator III	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**14**	**8**	**Male #**	**7**	**3**	**2**	**1**	**1**	**0**	**0**	**0**
	Grand Total %		**57.1**	**Male %**	**50.0**	**21.4**	**14.3**	**7.1**	**7.1**	**0.0**	**0.0**	**0.0**
				Female #	**7**	**3**	**2**	**1**	**0**	**0**	**0**	**1**
				Female%	**50.0**	**21.4**	**14.3**	**7.1**	**0.0**	**0.0**	**0.0**	**7.1**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Hsg-Building Maint Trades

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
6251	Facilities Worker II	4	2	Male	4	2	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**4**	**2**	**Male #**	**4**	**2**	**0**	**2**	**0**	**0**	**0**	**0**
	Grand Total %		**50.0**	**Male %**	**100.0**	**50.0**	**0.0**	**50.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Hsg-Custodial Services

		Total		Total								
Job Code	**Job Title**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
2010	Custodian	14	14	**Male**	8	0	1	0	7	0	0	0
				Female	6	0	0	2	4	0	0	0
2015	Lead Custodian	1	1	**Male**	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3318	Administrator I	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**16**	**15**	**Male #**	**10**	**1**	**2**	**0**	**7**	**0**	**0**	**0**
	Grand Total %		**93.8**	**Male %**	**62.5**	**6.3**	**12.5**	**0.0**	**43.8**	**0.0**	**0.0**	**0.0**
				Female #	**6**	**0**	**0**	**2**	**4**	**0**	**0**	**0**
				Female%	**37.5**	**0.0**	**0.0**	**12.5**	**25.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Hsg-Grounds Maintenance

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
731	Groundsworker	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
745	Gardening Specialist	1	1	**Male**	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**2**	**1**	**Male #**	**2**	**1**	**0**	**1**	**0**	**0**	**0**	**0**
	Grand Total %		**50.0**	**Male %**	**100.0**	**50.0**	**0.0**	**50.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Hsg-Maint Office Admin

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1506	Storekeeper I	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3312	Administrator II	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**2**	**0**	**Male #**	**2**	**2**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**0.0**	**Male %**	**100.0**	**100.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Hsg-Utility Plants

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
6702	Building Service Engineer	2	1	**Male**	2	1	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
6700	Sprvsng Building Svc Engnr	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**3**	**1**	**Male #**	**3**	**2**	**0**	**0**	**1**	**0**	**0**	**0**
	Grand Total %		**33.3**	**Male %**	**100.0**	**66.7**	**0.0**	**0.0**	**33.3**	**0.0**	**0.0**	**0.0**
				Female #	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Humanities

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2358	Lecturer AY	10	3	**Male**	5	3	0	0	2	0	0	0
				Female	5	4	0	0	1	0	0	0
1035	Admin Support Coord 12 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2360	Instr Fac AY	6	1	**Male**	2	2	0	0	0	0	0	0
				Female	4	3	0	0	1	0	0	0
2481	Dept Chair 12 Mo	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**18**	**4**	**Male #**	**8**	**6**	**0**	**0**	**2**	**0**	**0**	**0**
	Grand Total %		**22.2**	**Male %**	**44.4**	**33.3**	**0.0**	**0.0**	**11.1**	**0.0**	**0.0**	**0.0**
				Female #	**10**	**8**	**0**	**0**	**2**	**0**	**0**	**0**
				Female%	**55.6**	**44.4**	**0.0**	**0.0**	**11.1**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Inclusive Excellence

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
3318	Administrator I	2	2	**Male**	1	0	1	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
800	Pub Affairs/Comm Spec 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
3312	Administrator II	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3306	Administrator III	1	1	**Male**	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**5**	**4**	**Male #**	**2**	**0**	**1**	**0**	**1**	**0**	**0**	**0**
	Grand Total %		**80.0**	**Male %**	**40.0**	**0.0**	**20.0**	**0.0**	**20.0**	**0.0**	**0.0**	**0.0**
				Female #	**3**	**1**	**2**	**0**	**0**	**0**	**0**	**0**
				Female%	**60.0**	**20.0**	**40.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Info Sys and Biz Analytics

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2358	Lecturer AY	8	3	**Male**	6	3	1	0	2	0	0	0
				Female	2	2	0	0	0	0	0	0
2360	Instr Fac AY	8	5	**Male**	5	0	0	0	5	0	0	0
				Female	3	3	0	0	0	0	0	0
2481	Dept Chair 12 Mo	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**17**	**8**	**Male #**	**12**	**4**	**1**	**0**	**7**	**0**	**0**	**0**
	Grand Total %		**47.1**	**Male %**	**70.6**	**23.5**	**5.9**	**0.0**	**41.2**	**0.0**	**0.0**	**0.0**
				Female #	**5**	**5**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**29.4**	**29.4**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Inst Research Effective Plng

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
5681	Research Technician II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
400	Analyst/Programmer 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3312	Administrator II	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**4**	**2**	**Male #**	**1**	**0**	**0**	**0**	**1**	**0**	**0**	**0**
	Grand Total %		**50.0**	**Male %**	**25.0**	**0.0**	**0.0**	**0.0**	**25.0**	**0.0**	**0.0**	**0.0**
				Female #	**3**	**2**	**0**	**0**	**1**	**0**	**0**	**0**
				Female%	**75.0**	**50.0**	**0.0**	**0.0**	**25.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Institute Social Research

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
3318	Administrator I	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3312	Administrator II	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**2**	**0**	**Male #**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**0.0**	**Male %**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**2**	**2**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**100.0**	**100.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Instr Com Support Center

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
420	Info Tech Consultant 12 Mo	2	2	Male	2	0	0	1	1	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**2**	**2**	**Male #**	**2**	**0**	**0**	**1**	**1**	**0**	**0**	**0**
	Grand Total %		**100.0**	**Male %**	**100.0**	**0.0**	**0.0**	**50.0**	**50.0**	**0.0**	**0.0**	**0.0**
				Female #	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Int Programs and Global Engage

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
3082	SSP II	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3084	SSP III	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
3086	SSP IV	2	2	**Male**	1	0	0	0	1	0	0	0
				Female	1	0	0	0	1	0	0	0
3306	Administrator III	1	1	**Male**	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**5**	**5**	**Male #**	**2**	**0**	**0**	**0**	**2**	**0**	**0**	**0**
	Grand Total %		**100.0**	**Male %**	**40.0**	**0.0**	**0.0**	**0.0**	**40.0**	**0.0**	**0.0**	**0.0**
				Female #	**3**	**0**	**0**	**1**	**2**	**0**	**0**	**0**
				Female%	**60.0**	**0.0**	**0.0**	**20.0**	**40.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Interdisciplinary Studies

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2358	Lecturer AY	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**1**	**0**	**Male #**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**0.0**	**Male %**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**100.0**	**100.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: IRT Academic Technology

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
420	Info Tech Consultant 12 Mo	4	2	**Male**	0	0	0	0	0	0	0	0
				Female	4	2	0	2	0	0	0	0
3312	Administrator II	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**5**	**2**	**Male #**	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**40.0**	**Male %**	**20.0**	**20.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**4**	**2**	**0**	**2**	**0**	**0**	**0**	**0**
				Female%	**80.0**	**40.0**	**0.0**	**40.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: IRT Campus Applications

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
420	Info Tech Consultant 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
400	Analyst/Programmer 12 Mo	5	2	**Male**	4	3	0	0	1	0	0	0
				Female	1	0	0	0	1	0	0	0
410	Operating Sys Analyst 12 Mo	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3312	Administrator II	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**8**	**3**	**Male #**	**6**	**5**	**0**	**0**	**1**	**0**	**0**	**0**
	Grand Total %		**37.5**	**Male %**	**75.0**	**62.5**	**0.0**	**0.0**	**12.5**	**0.0**	**0.0**	**0.0**
				Female #	**2**	**0**	**0**	**0**	**2**	**0**	**0**	**0**
				Female%	**25.0**	**0.0**	**0.0**	**0.0**	**25.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: IRT Data Center

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
420	Info Tech Consultant 12 Mo	2	0	**Male**	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
410	Operating Sys Analyst 12 Mo	5	2	**Male**	2	2	0	0	0	0	0	0
				Female	3	1	0	1	1	0	0	0
	Grand Total #	**7**	**2**	**Male #**	**4**	**4**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**28.6**	**Male %**	**57.1**	**57.1**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**3**	**1**	**0**	**1**	**1**	**0**	**0**	**0**
				Female%	**42.9**	**14.3**	**0.0**	**14.3**	**14.3**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: IRT Desktop Services

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
420	Info Tech Consultant 12 Mo	7	4	**Male**	7	3	1	3	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**7**	**4**	**Male #**	**7**	**3**	**1**	**3**	**0**	**0**	**0**	**0**
	Grand Total %		**57.1**	**Male %**	**100.0**	**42.9**	**14.3**	**42.9**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: IRT Email M365 and Virt Apps

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
410	Operating Sys Analyst 12 Mo	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**1**	**1**	**Male #**	**1**	**0**	**0**	**0**	**1**	**0**	**0**	**0**
	Grand Total %		**100.0**	**Male %**	**100.0**	**0.0**	**0.0**	**0.0**	**100.0**	**0.0**	**0.0**	**0.0**
				Female #	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: IRT Enterprise Rsrc Planning

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
400	Analyst/Programmer 12 Mo	5	4	**Male**	4	1	0	0	3	0	0	0
				Female	1	0	0	0	0	1	0	0
3306	Administrator III	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**6**	**4**	**Male #**	**5**	**2**	**0**	**0**	**3**	**0**	**0**	**0**
	Grand Total %		**66.7**	**Male %**	**83.3**	**33.3**	**0.0**	**0.0**	**50.0**	**0.0**	**0.0**	**0.0**
				Female #	**1**	**0**	**0**	**0**	**0**	**1**	**0**	**0**
				Female%	**16.7**	**0.0**	**0.0**	**0.0**	**0.0**	**16.7**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: IRT Identity Management

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
410	Operating Sys Analyst 12 Mo	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**2**	**0**	**Male #**	**2**	**2**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**0.0**	**Male %**	**100.0**	**100.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: IRT Information Security

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
410	Operating Sys Analyst 12 Mo	2	0	**Male**	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
420	Info Tech Consultant 12 Mo	2	1	**Male**	2	1	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
400	Analyst/Programmer 12 Mo	1	1	**Male**	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**5**	**2**	**Male #**	**5**	**3**	**0**	**0**	**2**	**0**	**0**	**0**
	Grand Total %		**40.0**	**Male %**	**100.0**	**60.0**	**0.0**	**0.0**	**40.0**	**0.0**	**0.0**	**0.0**
				Female #	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: IRT Learning Spaces

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
420	Info Tech Consultant 12 Mo	5	2	Male	5	3	0	0	1	0	0	1
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**5**	**2**	**Male #**	**5**	**3**	**0**	**0**	**1**	**0**	**0**	**1**
	Grand Total %		**40.0**	**Male %**	**100.0**	**60.0**	**0.0**	**0.0**	**20.0**	**0.0**	**0.0**	**20.0**
				Female #	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: IRT Network Service

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

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: IRT Project Management

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
420	Info Tech Consultant 12 Mo	6	3	**Male**	2	1	0	0	1	0	0	0
				Female	4	2	0	0	2	0	0	0
400	Analyst/Programmer 12 Mo	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3312	Administrator II	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**8**	**3**	**Male #**	**3**	**2**	**0**	**0**	**1**	**0**	**0**	**0**
	Grand Total %		**37.5**	**Male %**	**37.5**	**25.0**	**0.0**	**0.0**	**12.5**	**0.0**	**0.0**	**0.0**
				Female #	**5**	**3**	**0**	**0**	**2**	**0**	**0**	**0**
				Female%	**62.5**	**37.5**	**0.0**	**0.0**	**25.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: IRT Reporting

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
400	Analyst/Programmer 12 Mo	4	2	**Male**	3	1	0	1	1	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**4**	**2**	**Male #**	**3**	**1**	**0**	**1**	**1**	**0**	**0**	**0**
	Grand Total %		**50.0**	**Male %**	**75.0**	**25.0**	**0.0**	**25.0**	**25.0**	**0.0**	**0.0**	**0.0**
				Female #	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**25.0**	**25.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: IRT Service Desk

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
420	Info Tech Consultant 12 Mo	5	1	**Male**	3	3	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
3312	Administrator II	1	1	**Male**	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**6**	**2**	**Male #**	**4**	**3**	**0**	**0**	**1**	**0**	**0**	**0**
	Grand Total %		**33.3**	**Male %**	**66.7**	**50.0**	**0.0**	**0.0**	**16.7**	**0.0**	**0.0**	**0.0**
				Female #	**2**	**1**	**0**	**1**	**0**	**0**	**0**	**0**
				Female%	**33.3**	**16.7**	**0.0**	**16.7**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: IRT Telecommunications

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
430	Network Analyst 12 Mo	5	1	**Male**	5	4	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0
410	Operating Sys Analyst 12 Mo	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**6**	**1**	**Male #**	**6**	**5**	**0**	**0**	**0**	**0**	**0**	**1**
	Grand Total %		**16.7**	**Male %**	**100.0**	**83.3**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**16.7**
				Female #	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: IRT VP-Administration

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	1	0	0	0	0	0
3306	Administrator III	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0
3300	Administrator IV	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**7**	**3**	**Male #**	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**42.9**	**Male %**	**14.3**	**14.3**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**6**	**3**	**2**	**0**	**1**	**0**	**0**	**0**
				Female%	**85.7**	**42.9**	**28.6**	**0.0**	**14.3**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: IRT Web Mobile

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
420	Info Tech Consultant 12 Mo	5	1	**Male**	2	2	0	0	0	0	0	0
				Female	3	2	0	0	1	0	0	0
400	Analyst/Programmer 12 Mo	3	3	**Male**	2	0	0	0	2	0	0	0
				Female	1	0	0	0	1	0	0	0
3312	Administrator II	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**9**	**4**	**Male #**	**4**	**2**	**0**	**0**	**2**	**0**	**0**	**0**
	Grand Total %		**44.4**	**Male %**	**44.4**	**22.2**	**0.0**	**0.0**	**22.2**	**0.0**	**0.0**	**0.0**
				Female #	**5**	**3**	**0**	**0**	**2**	**0**	**0**	**0**
				Female%	**55.6**	**33.3**	**0.0**	**0.0**	**22.2**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Kinesiology

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1032	Admin Support Assistant 12 Mo	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
1513	Athletic Equipment Attendant 2	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1035	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358	Lecturer AY	20	5	Male	9	6	0	2	1	0	0	0
				Female	11	9	1	1	0	0	0	0
2360	Instr Fac AY	14	6	Male	7	2	0	3	2	0	0	0
				Female	7	6	0	1	0	0	0	0
2481	Dept Chair 12 Mo	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**39**	**12**	**Male #**	**17**	**9**	**0**	**5**	**3**	**0**	**0**	**0**
	Grand Total %		**30.8**	**Male %**	**43.6**	**23.1**	**0.0**	**12.8**	**7.7**	**0.0**	**0.0**	**0.0**
				Female #	**22**	**18**	**1**	**3**	**0**	**0**	**0**	**0**
				Female%	**56.4**	**46.2**	**2.6**	**7.7**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Learning and Development

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

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Liberal Studies Program

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2358	Lecturer AY	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3086	SSP IV	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**2**	**0**	**Male #**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**0.0**	**Male %**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**2**	**2**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**100.0**	**100.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Management

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2358	Lecturer AY	9	1	**Male**	5	4	0	1	0	0	0	0
				Female	4	4	0	0	0	0	0	0
2360	Instr Fac AY	9	4	**Male**	3	2	0	0	1	0	0	0
				Female	6	3	0	0	3	0	0	0
	Grand Total #	**18**	**5**	**Male #**	**8**	**6**	**0**	**1**	**1**	**0**	**0**	**0**
	Grand Total %		**27.8**	**Male %**	**44.4**	**33.3**	**0.0**	**5.6**	**5.6**	**0.0**	**0.0**	**0.0**
				Female #	**10**	**7**	**0**	**0**	**3**	**0**	**0**	**0**
				Female%	**55.6**	**38.9**	**0.0**	**0.0**	**16.7**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Marketing Supply Chain MGMT

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2358	Lecturer AY	6	2	Male	3	1	0	0	1	0	0	1
				Female	3	3	0	0	0	0	0	0
2360	Instr Fac AY	10	6	Male	7	3	0	0	4	0	0	0
				Female	3	1	0	0	2	0	0	0
	Grand Total #	**16**	**8**	**Male #**	**10**	**4**	**0**	**0**	**5**	**0**	**0**	**1**
	Grand Total %		**50.0**	**Male %**	**62.5**	**25.0**	**0.0**	**0.0**	**31.3**	**0.0**	**0.0**	**6.3**
				Female #	**6**	**4**	**0**	**0**	**2**	**0**	**0**	**0**
				Female%	**37.5**	**25.0**	**0.0**	**0.0**	**12.5**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Mathematics

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2355	Graduate Assistant	3	2	**Male**	1	0	0	0	1	0	0	0
				Female	2	1	0	0	0	0	0	1
2354	Teaching Associate AY	12	8	**Male**	6	2	0	4	0	0	0	0
				Female	6	2	0	0	3	0	0	1
1032	Admin Support Assistant 12 Mo	1	1	**Male**	1	0	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0
1035	Admin Support Coord 12 Mo	2	2	**Male**	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
2358	Lecturer AY	35	13	**Male**	23	15	0	0	6	0	0	2
				Female	12	7	0	2	3	0	0	0
2360	Instr Fac AY	22	8	**Male**	13	9	0	2	2	0	0	0
				Female	9	5	0	0	4	0	0	0
2481	Dept Chair 12 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**76**	**34**	**Male #**	**44**	**26**	**0**	**6**	**9**	**0**	**0**	**3**
	Grand Total %		**44.7**	**Male %**	**57.9**	**34.2**	**0.0**	**7.9**	**11.8**	**0.0**	**0.0**	**3.9**
				Female #	**32**	**16**	**0**	**2**	**12**	**0**	**0**	**2**
				Female%	**42.1**	**21.1**	**0.0**	**2.6**	**15.8**	**0.0**	**0.0**	**2.6**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Mechanical Engineering

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2354	Teaching Associate AY	2	0	**Male**	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1035	Admin Support Coord 12 Mo	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2358	Lecturer AY	18	8	**Male**	17	10	0	3	3	0	0	1
				Female	1	0	0	0	1	0	0	0
2360	Instr Fac AY	11	4	**Male**	10	6	0	1	3	0	0	0
				Female	1	1	0	0	0	0	0	0
2481	Dept Chair 12 Mo	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**33**	**12**	**Male #**	**31**	**20**	**0**	**4**	**6**	**0**	**0**	**1**
	Grand Total %		**36.4**	**Male %**	**93.9**	**60.6**	**0.0**	**12.1**	**18.2**	**0.0**	**0.0**	**3.0**
				Female #	**2**	**1**	**0**	**0**	**1**	**0**	**0**	**0**
				Female%	**6.1**	**3.0**	**0.0**	**0.0**	**3.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: MESA

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

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: MLK Center

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
3079	SSP I	1	1	Male	1	0	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0
3084	SSP III	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**2**	**2**	**Male #**	**2**	**0**	**1**	**0**	**0**	**0**	**0**	**1**
	Grand Total %		**100.0**	**Male %**	**100.0**	**0.0**	**50.0**	**0.0**	**0.0**	**0.0**	**0.0**	**50.0**
				Female #	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Movers and Waste Mgmt

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
6223	Laborer	5	5	Male	5	0	0	3	0	1	1	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**5**	**5**	**Male #**	**5**	**0**	**0**	**3**	**0**	**1**	**1**	**0**
	Grand Total %		**100.0**	**Male %**	**100.0**	**0.0**	**0.0**	**60.0**	**0.0**	**20.0**	**20.0**	**0.0**
				Female #	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Multicultural Center

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

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Music

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2355	Graduate Assistant	4	3	Male	3	1	0	1	1	0	0	0
				Female	1	0	0	1	0	0	0	0
1035	Admin Support Coord 12 Mo	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2358	Lecturer AY	32	7	Male	17	12	1	2	2	0	0	0
				Female	15	13	0	0	2	0	0	0
1579	Instructional Support Asst III	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6951	Piano Technician II	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
1617	Instructional Support Tech II	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
2866	Accompanist II	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7014	Equip Tech II, Spclized Equip	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3084	SSP III	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2360	Instr Fac AY	14	1	Male	8	8	0	0	0	0	0	0
				Female	6	5	0	0	1	0	0	0
2481	Dept Chair 12 Mo	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**59**	**13**	**Male #**	**35**	**26**	**1**	**3**	**5**	**0**	**0**	**0**
	Grand Total %		**22.0**	**Male %**	**59.3**	**44.1**	**1.7**	**5.1**	**8.5**	**0.0**	**0.0**	**0.0**
				Female #	**24**	**20**	**0**	**1**	**3**	**0**	**0**	**0**
				Female%	**40.7**	**33.9**	**0.0**	**1.7**	**5.1**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Music-Out of State EE

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2360	Instr Fac AY	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**1**	**0**	**Male #**	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**0.0**	**Male %**	**100.0**	**100.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Native Student Success Center

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

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: NCAA Compliance

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

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: New Student Orientation

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

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Nursing

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2358	Lecturer AY	64	19	Male	10	6	2	0	2	0	0	0
				Female	54	39	0	8	7	0	0	0
3082	SSP II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1579	Instructional Support Asst III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2360	Instr Fac AY	20	2	Male	0	0	0	0	0	0	0	0
				Female	20	18	0	0	2	0	0	0
2481	Dept Chair 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**89**	**21**	**Male #**	**10**	**6**	**2**	**0**	**2**	**0**	**0**	**0**
	Grand Total %		**23.6**	**Male %**	**11.2**	**6.7**	**2.2**	**0.0**	**2.2**	**0.0**	**0.0**	**0.0**
				Female #	**79**	**62**	**0**	**8**	**9**	**0**	**0**	**0**
				Female%	**88.8**	**69.7**	**0.0**	**9.0**	**10.1**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Office for Equal Opportunity

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
3318	Administrator I	3	1	**Male**	0	0	0	0	0	0	0	0
				Female	3	2	0	0	1	0	0	0
3306	Administrator III	1	1	**Male**	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**5**	**3**	**Male #**	**1**	**0**	**1**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**60.0**	**Male %**	**20.0**	**0.0**	**20.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**4**	**2**	**1**	**0**	**1**	**0**	**0**	**0**
				Female%	**80.0**	**40.0**	**20.0**	**0.0**	**20.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Office of the President

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1038	Admin Analyst/Spclst 12 Mo	2	1	**Male**	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
1148	Presidential Aide	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3312	Administrator II	2	2	**Male**	0	0	0	0	0	0	0	0
				Female	2	0	0	1	1	0	0	0
3306	Administrator III	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3300	Administrator IV	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2977	President	1	1	**Male**	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**8**	**5**	**Male #**	**2**	**1**	**1**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**62.5**	**Male %**	**25.0**	**12.5**	**12.5**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**6**	**2**	**0**	**3**	**1**	**0**	**0**	**0**
				Female%	**75.0**	**25.0**	**0.0**	**37.5**	**12.5**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Office of the Univ Registrar

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0
3082	SSP II	11	8	Male	2	0	0	1	0	0	1	0
				Female	9	3	0	4	2	0	0	0
3084	SSP III	8	2	Male	0	0	0	0	0	0	0	0
				Female	8	6	0	0	2	0	0	0
1038	Admin Analyst/Spclst 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3086	SSP IV	6	1	Male	2	1	0	1	0	0	0	0
				Female	4	4	0	0	0	0	0	0
420	Info Tech Consultant 12 Mo	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3318	Administrator I	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3312	Administrator II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
3306	Administrator III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**33**	**13**	**Male #**	**5**	**2**	**0**	**2**	**0**	**0**	**1**	**0**
	Grand Total %		**39.4**	**Male %**	**15.2**	**6.1**	**0.0**	**6.1**	**0.0**	**0.0**	**3.0**	**0.0**
				Female #	**28**	**18**	**1**	**4**	**5**	**0**	**0**	**0**
				Female%	**84.8**	**54.5**	**3.0**	**12.1**	**15.2**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Parents and Families

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

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Peer and Academic Resource Ctr

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
3312	Administrator II	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1
	Grand Total #	**2**	**2**	**Male #**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**100.0**	**Male %**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**2**	**0**	**1**	**0**	**0**	**0**	**0**	**1**
				Female%	**100.0**	**0.0**	**50.0**	**0.0**	**0.0**	**0.0**	**0.0**	**50.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Philosophy

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358	Lecturer AY	8	2	**Male**	6	5	0	0	1	0	0	0
				Female	2	1	0	0	1	0	0	0
2360	Instr Fac AY	7	3	**Male**	6	4	0	1	1	0	0	0
				Female	1	0	0	1	0	0	0	0
2481	Dept Chair 12 Mo	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**17**	**5**	**Male #**	**13**	**10**	**0**	**1**	**2**	**0**	**0**	**0**
	Grand Total %		**29.4**	**Male %**	**76.5**	**58.8**	**0.0**	**5.9**	**11.8**	**0.0**	**0.0**	**0.0**
				Female #	**4**	**2**	**0**	**1**	**1**	**0**	**0**	**0**
				Female%	**23.5**	**11.8**	**0.0**	**5.9**	**5.9**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Physics & Astronomy

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358	Lecturer AY	8	1	**Male**	6	5	0	0	1	0	0	0
				Female	2	2	0	0	0	0	0	0
2360	Instr Fac AY	9	1	**Male**	5	5	0	0	0	0	0	0
				Female	4	3	0	1	0	0	0	0
2481	Dept Chair 12 Mo	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**19**	**2**	**Male #**	**12**	**11**	**0**	**0**	**1**	**0**	**0**	**0**
	Grand Total %		**10.5**	**Male %**	**63.2**	**57.9**	**0.0**	**0.0**	**5.3**	**0.0**	**0.0**	**0.0**
				Female #	**7**	**6**	**0**	**1**	**0**	**0**	**0**	**0**
				Female%	**36.8**	**31.6**	**0.0**	**5.3**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Police Department

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
8820	Community Service Spec 12 Mo	5	4	**Male**	4	1	0	1	1	0	0	1
				Female	1	0	1	0	0	0	0	0
8346	POLICE OFFICER CADET-NONREPRESENTED	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	2	1	**Male**	0	0	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0
8800	Police Dispatcher 12 Mo	6	2	**Male**	1	0	0	1	0	0	0	0
				Female	5	4	0	1	0	0	0	0
1035	Admin Support Coord 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
8350	Police Officer	5	4	**Male**	3	1	0	1	0	0	0	1
				Female	2	0	0	2	0	0	0	0
8365	Corporal	4	1	**Male**	3	2	0	0	1	0	0	0
				Female	1	1	0	0	0	0	0	0
8354	Sergeant	4	1	**Male**	4	3	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3312	Administrator II	2	1	**Male**	1	0	0	0	1	0	0	0
				Female	1	1	0	0	0	0	0	0
3306	Administrator III	1	1	**Male**	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**31**	**17**	**Male #**	**17**	**7**	**2**	**3**	**3**	**0**	**0**	**2**
	Grand Total %		**54.8**	**Male %**	**54.8**	**22.6**	**6.5**	**9.7**	**9.7**	**0.0**	**0.0**	**6.5**
				Female #	**14**	**7**	**1**	**5**	**1**	**0**	**0**	**0**
				Female%	**45.2**	**22.6**	**3.2**	**16.1**	**3.2**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Political Science

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2355	Graduate Assistant	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1033	Admin Support Coord 10/12	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1035	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358	Lecturer AY	18	2	Male	14	13	0	1	0	0	0	0
				Female	4	3	0	0	1	0	0	0
2360	Instr Fac AY	13	2	Male	7	6	0	0	0	0	0	1
				Female	6	5	0	1	0	0	0	0
2481	Dept Chair 12 Mo	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**35**	**4**	**Male #**	**22**	**20**	**0**	**1**	**0**	**0**	**0**	**1**
	Grand Total %		**11.4**	**Male %**	**62.9**	**57.1**	**0.0**	**2.9**	**0.0**	**0.0**	**0.0**	**2.9**
				Female #	**13**	**11**	**0**	**1**	**1**	**0**	**0**	**0**
				Female%	**37.1**	**31.4**	**0.0**	**2.9**	**2.9**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Population Research Center

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1032	Admin Support Assistant 12 Mo	16	16	**Male**	4	0	0	3	1	0	0	0
				Female	12	0	0	11	1	0	0	0
5681	Research Technician II	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1035	Admin Support Coord 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	2	0	**Male**	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
420	Info Tech Consultant 12 Mo	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**21**	**17**	**Male #**	**6**	**2**	**0**	**3**	**1**	**0**	**0**	**0**
	Grand Total %		**81.0**	**Male %**	**28.6**	**9.5**	**0.0**	**14.3**	**4.8**	**0.0**	**0.0**	**0.0**
				Female #	**15**	**2**	**0**	**12**	**1**	**0**	**0**	**0**
				Female%	**71.4**	**9.5**	**0.0**	**57.1**	**4.8**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: PRIDE Center

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

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Principal Gifts and Campaign

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

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Procurement and Contract Svcs

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1032	Admin Support Assistant 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1035	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
1038	Admin Analyst/Spclst 12 Mo	5	4	Male	1	0	0	1	0	0	0	0
				Female	4	1	0	1	2	0	0	0
4792	Buyer II	2	2	Male	1	0	1	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3312	Administrator II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**10**	**7**	**Male #**	**2**	**0**	**1**	**1**	**0**	**0**	**0**	**0**
	Grand Total %		**70.0**	**Male %**	**20.0**	**0.0**	**10.0**	**10.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**8**	**3**	**0**	**2**	**3**	**0**	**0**	**0**
				Female%	**80.0**	**30.0**	**0.0**	**20.0**	**30.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Project Rebound

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
3082	SSP II	1	1	**Male**	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3084	SSP III	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3086	SSP IV	1	1	**Male**	1	0	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**3**	**2**	**Male #**	**3**	**1**	**1**	**0**	**0**	**0**	**0**	**1**
	Grand Total %		**66.7**	**Male %**	**100.0**	**33.3**	**33.3**	**0.0**	**0.0**	**0.0**	**0.0**	**33.3**
				Female #	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Psychological Services

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
3070	SSP Academic Related I 12 Mo	5	4	**Male**	3	1	0	0	2	0	0	0
				Female	2	0	0	1	1	0	0	0
3073	SSP Academic Related II AY	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3072	SSP Academic Related II 12 Mo	6	3	**Male**	1	0	0	0	1	0	0	0
				Female	5	3	2	0	0	0	0	0
3312	Administrator II	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**13**	**8**	**Male #**	**5**	**2**	**0**	**0**	**3**	**0**	**0**	**0**
	Grand Total %		**61.5**	**Male %**	**38.5**	**15.4**	**0.0**	**0.0**	**23.1**	**0.0**	**0.0**	**0.0**
				Female #	**8**	**3**	**2**	**2**	**1**	**0**	**0**	**0**
				Female%	**61.5**	**23.1**	**15.4**	**15.4**	**7.7**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Psychology

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2354	Teaching Associate AY	3	0	**Male**	0	0	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
1032	Admin Support Assistant 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1035	Admin Support Coord 12 Mo	2	1	**Male**	0	0	0	0	0	0	0	0
				Female	2	1	1	0	0	0	0	0
2358	Lecturer AY	16	6	**Male**	2	2	0	0	0	0	0	0
				Female	14	8	0	2	3	0	0	1
2360	Instr Fac AY	21	8	**Male**	7	3	0	1	3	0	0	0
				Female	14	10	1	3	0	0	0	0
2481	Dept Chair 12 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**44**	**16**	**Male #**	**9**	**5**	**0**	**1**	**3**	**0**	**0**	**0**
	Grand Total %		**36.4**	**Male %**	**20.5**	**11.4**	**0.0**	**2.3**	**6.8**	**0.0**	**0.0**	**0.0**
				Female #	**35**	**23**	**2**	**6**	**3**	**0**	**0**	**1**
				Female%	**79.5**	**52.3**	**4.5**	**13.6**	**6.8**	**0.0**	**0.0**	**2.3**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Public Affairs & Advocacy

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

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Public Health

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1032	Admin Support Assistant 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
1035	Admin Support Coord 12 Mo	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2358	Lecturer AY	15	7	Male	2	1	1	0	0	0	0	0
				Female	13	7	2	2	1	0	0	1
2360	Instr Fac AY	9	2	Male	4	3	0	0	1	0	0	0
				Female	5	4	0	0	1	0	0	0
2481	Dept Chair 12 Mo	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**27**	**10**	**Male #**	**8**	**6**	**1**	**0**	**1**	**0**	**0**	**0**
	Grand Total %		**37.0**	**Male %**	**29.6**	**22.2**	**3.7**	**0.0**	**3.7**	**0.0**	**0.0**	**0.0**
				Female #	**19**	**11**	**2**	**2**	**3**	**0**	**0**	**1**
				Female%	**70.4**	**40.7**	**7.4**	**7.4**	**11.1**	**0.0**	**0.0**	**3.7**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Public Policy & Admin

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
2358	Lecturer AY	5	3	Male	4	1	1	2	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2360	Instr Fac AY	4	2	Male	3	2	0	0	1	0	0	0
				Female	1	0	0	0	1	0	0	0
	Grand Total #	**10**	**6**	**Male #**	**7**	**3**	**1**	**2**	**1**	**0**	**0**	**0**
	Grand Total %		**60.0**	**Male %**	**70.0**	**30.0**	**10.0**	**20.0**	**10.0**	**0.0**	**0.0**	**0.0**
				Female #	**3**	**1**	**0**	**0**	**2**	**0**	**0**	**0**
				Female%	**30.0**	**10.0**	**0.0**	**0.0**	**20.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Rec Parks Tour-Out of State EE

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2360	Instr Fac AY	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**1**	**0**	**Male #**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**0.0**	**Male %**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**100.0**	**100.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Receiving & Shipping

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1508	Warehouse Worker	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1553	Inventory Clerk	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1549	Property Clerk II	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3318	Administrator I	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**5**	**1**	**Male #**	**4**	**3**	**0**	**1**	**0**	**0**	**0**	**0**
	Grand Total %		**20.0**	**Male %**	**80.0**	**60.0**	**0.0**	**20.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**20.0**	**20.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Recreation, Parks & Tourism

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	2	1	**Male**	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
2358	Lecturer AY	27	5	**Male**	17	13	3	0	1	0	0	0
				Female	10	9	0	0	1	0	0	0
2360	Instr Fac AY	9	2	**Male**	3	2	0	0	1	0	0	0
				Female	6	5	0	0	1	0	0	0
2481	Dept Chair 12 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**39**	**8**	**Male #**	**20**	**15**	**3**	**0**	**2**	**0**	**0**	**0**
	Grand Total %		**20.5**	**Male %**	**51.3**	**38.5**	**7.7**	**0.0**	**5.1**	**0.0**	**0.0**	**0.0**
				Female #	**19**	**16**	**0**	**1**	**2**	**0**	**0**	**0**
				Female%	**48.7**	**41.0**	**0.0**	**2.6**	**5.1**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Research Innovation Econ Dev

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1038	Admin Analyst/Spclst 12 Mo	11	3	**Male**	1	1	0	0	0	0	0	0
				Female	10	7	0	2	1	0	0	0
1035	Admin Support Coord 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
3312	Administrator II	2	1	**Male**	1	0	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3306	Administrator III	1	1	**Male**	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**15**	**6**	**Male #**	**3**	**1**	**0**	**1**	**1**	**0**	**0**	**0**
	Grand Total %		**40.0**	**Male %**	**20.0**	**6.7**	**0.0**	**6.7**	**6.7**	**0.0**	**0.0**	**0.0**
				Female #	**12**	**8**	**1**	**2**	**1**	**0**	**0**	**0**
				Female%	**80.0**	**53.3**	**6.7**	**13.3**	**6.7**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Risk Management Services

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1038	Admin Analyst/Spclst 12 Mo	7	3	**Male**	4	3	0	0	1	0	0	0
				Female	3	1	0	1	1	0	0	0
3318	Administrator I	2	2	**Male**	0	0	0	0	0	0	0	0
				Female	2	0	1	0	1	0	0	0
3312	Administrator II	2	0	**Male**	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3306	Administrator III	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**12**	**5**	**Male #**	**7**	**6**	**0**	**0**	**1**	**0**	**0**	**0**
	Grand Total %		**41.7**	**Male %**	**58.3**	**50.0**	**0.0**	**0.0**	**8.3**	**0.0**	**0.0**	**0.0**
				Female #	**5**	**1**	**1**	**1**	**2**	**0**	**0**	**0**
				Female%	**41.7**	**8.3**	**8.3**	**8.3**	**16.7**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Rowing-Womens

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

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: SA Information Technology

		Total		Total								
Job Code	**Job Title**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
1928	Senior Data Control Technician	2	2	**Male**	0	0	0	0	0	0	0	0
				Female	2	0	0	1	1	0	0	0
1035	Admin Support Coord 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
420	Info Tech Consultant 12 Mo	4	4	**Male**	2	0	0	2	0	0	0	0
				Female	2	0	0	2	0	0	0	0
3312	Administrator II	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
	Grand Total #	**8**	**8**	**Male #**	**2**	**0**	**0**	**2**	**0**	**0**	**0**	**0**
	Grand Total %		**100.0**	**Male %**	**25.0**	**0.0**	**0.0**	**25.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**6**	**0**	**0**	**5**	**1**	**0**	**0**	**0**
				Female%	**75.0**	**0.0**	**0.0**	**62.5**	**12.5**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: SASEEP

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
810	Media Prod Spec 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	2	2	Male	1	0	0	0	1	0	0	0
				Female	1	0	0	0	1	0	0	0
1035	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
3084	SSP III	2	2	Male	2	0	0	1	1	0	0	0
				Female	0	0	0	0	0	0	0	0
3086	SSP IV	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
3312	Administrator II	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**8**	**8**	**Male #**	**4**	**0**	**0**	**1**	**3**	**0**	**0**	**0**
	Grand Total %		**100.0**	**Male %**	**50.0**	**0.0**	**0.0**	**12.5**	**37.5**	**0.0**	**0.0**	**0.0**
				Female #	**4**	**0**	**3**	**0**	**1**	**0**	**0**	**0**
				Female%	**50.0**	**0.0**	**37.5**	**0.0**	**12.5**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: School of Social Work

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1032	Admin Support Assistant 12 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1035	Admin Support Coord 12 Mo	2	1	**Male**	0	0	0	0	0	0	0	0
				Female	2	1	1	0	0	0	0	0
2358	Lecturer AY	29	11	**Male**	9	6	0	1	1	0	0	1
				Female	20	12	3	1	1	2	0	1
2360	Instr Fac AY	17	6	**Male**	9	4	0	3	2	0	0	0
				Female	8	7	0	1	0	0	0	0
2359	Lecturer 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
2481	Dept Chair 12 Mo	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**51**	**19**	**Male #**	**19**	**11**	**0**	**4**	**3**	**0**	**0**	**1**
	Grand Total %		**37.3**	**Male %**	**37.3**	**21.6**	**0.0**	**7.8**	**5.9**	**0.0**	**0.0**	**2.0**
				Female #	**32**	**21**	**5**	**2**	**1**	**2**	**0**	**1**
				Female%	**62.7**	**41.2**	**9.8**	**3.9**	**2.0**	**3.9**	**0.0**	**2.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Science Ed Equity

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

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Security and Administration

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
440	Equip Systems Specialist 12 Mo	3	2	**Male**	3	1	0	0	1	0	0	1
				Female	0	0	0	0	0	0	0	0
3318	Administrator I	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**4**	**2**	**Male #**	**4**	**2**	**0**	**0**	**1**	**0**	**0**	**1**
	Grand Total %		**50.0**	**Male %**	**100.0**	**50.0**	**0.0**	**0.0**	**25.0**	**0.0**	**0.0**	**25.0**
				Female #	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Serna Center Programs

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

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: SHS-Administration

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

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: SHS-Athletic Training

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
8180	Athletic Trainer I 12 Mo	8	6	Male	4	1	0	2	1	0	0	0
				Female	4	1	1	2	0	0	0	0
8185	Athletic Trainer II 12 Mo	3	0	Male	0	0	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
8190	Head Athletic Trainer 12 Mo	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**12**	**6**	**Male #**	**5**	**2**	**0**	**2**	**1**	**0**	**0**	**0**
	Grand Total %		**50.0**	**Male %**	**41.7**	**16.7**	**0.0**	**16.7**	**8.3**	**0.0**	**0.0**	**0.0**
				Female #	**7**	**4**	**1**	**2**	**0**	**0**	**0**	**0**
				Female%	**58.3**	**33.3**	**8.3**	**16.7**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: SHS-Clinic

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1032	Admin Support Assistant 12 Mo	5	5	Male	1	0	0	1	0	0	0	0
				Female	4	0	0	3	1	0	0	0
8148	Medical Assistant	3	3	Male	0	0	0	0	0	0	0	0
				Female	3	0	0	3	0	0	0	0
1035	Admin Support Coord 12 Mo	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
8145	Health Education Assistant	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
8154	Registered Nurse II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
8157	Registered Nurse III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8166	Nurse Practitioner	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7750	Physician-Specialty Services	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7737	Physician	2	1	Male	2	1	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**17**	**13**	**Male #**	**4**	**1**	**0**	**2**	**1**	**0**	**0**	**0**
	Grand Total %		**76.5**	**Male %**	**23.5**	**5.9**	**0.0**	**11.8**	**5.9**	**0.0**	**0.0**	**0.0**
				Female #	**13**	**3**	**1**	**7**	**2**	**0**	**0**	**0**
				Female%	**76.5**	**17.6**	**5.9**	**41.2**	**11.8**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: SHS-Health Education

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
8147	Health Educator	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0
8414	REGISTERED DIETITIAN - NE	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8130	Registered Dietitian	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3318	Administrator I	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**5**	**1**	**Male #**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**20.0**	**Male %**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**5**	**4**	**0**	**0**	**1**	**0**	**0**	**0**
				Female%	**100.0**	**80.0**	**0.0**	**0.0**	**20.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: SHS-Information Technology

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

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: SHS-Pharmacy

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
7992	Pharmacist I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
	Grand Total #	**1**	**1**	**Male #**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**100.0**	**Male %**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**1**	**0**	**0**	**0**	**1**	**0**	**0**	**0**
				Female%	**100.0**	**0.0**	**0.0**	**0.0**	**100.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: SHS-X-Ray

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
7996	Radiologic Technologist II	1	1	**Male**	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**1**	**1**	**Male #**	**1**	**0**	**0**	**0**	**1**	**0**	**0**	**0**
	Grand Total %		**100.0**	**Male %**	**100.0**	**0.0**	**0.0**	**0.0**	**100.0**	**0.0**	**0.0**	**0.0**
				Female #	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: SOAL Sport Clubs

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

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Soccer-Mens

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

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Soccer-Womens

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2383	Coaching Assistant 10 Mo	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
2379	Coaching Specialist 12 Mo	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**2**	**1**	**Male #**	**2**	**1**	**0**	**0**	**1**	**0**	**0**	**0**
	Grand Total %		**50.0**	**Male %**	**100.0**	**50.0**	**0.0**	**0.0**	**50.0**	**0.0**	**0.0**	**0.0**
				Female #	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Sociology

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1032	Admin Support Assistant 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1
1035	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
2358	Lecturer AY	12	4	Male	4	2	0	1	1	0	0	0
				Female	8	6	0	1	1	0	0	0
2360	Instr Fac AY	16	12	Male	4	1	1	1	1	0	0	0
				Female	12	3	1	4	3	0	0	1
2481	Dept Chair 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
	Grand Total #	**31**	**19**	**Male #**	**8**	**3**	**1**	**2**	**2**	**0**	**0**	**0**
	Grand Total %		**61.3**	**Male %**	**25.8**	**9.7**	**3.2**	**6.5**	**6.5**	**0.0**	**0.0**	**0.0**
				Female #	**23**	**9**	**1**	**5**	**6**	**0**	**0**	**2**
				Female%	**74.2**	**29.0**	**3.2**	**16.1**	**19.4**	**0.0**	**0.0**	**6.5**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Softball

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2382	Coaching Assistant 12 Mo	2	2	**Male**	0	0	0	0	0	0	0	0
				Female	2	0	0	1	1	0	0	0
3318	Administrator I	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**3**	**2**	**Male #**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**66.7**	**Male %**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**3**	**1**	**0**	**1**	**1**	**0**	**0**	**0**
				Female%	**100.0**	**33.3**	**0.0**	**33.3**	**33.3**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Space Management

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	3	0	Male	0	0	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
3312	Administrator II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**5**	**0**	**Male #**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**0.0**	**Male %**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**5**	**5**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**100.0**	**100.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Sports Info

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
810	Media Prod Spec 12 Mo	1	1	**Male**	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
800	Pub Affairs/Comm Spec 12 Mo	2	0	**Male**	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**3**	**1**	**Male #**	**3**	**2**	**0**	**1**	**0**	**0**	**0**	**0**
	Grand Total %		**33.3**	**Male %**	**100.0**	**66.7**	**0.0**	**33.3**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: SS&IS ITC Shop

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

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Strategic Std Support Programs

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

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Strategy and Entrepreneurship

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2358	Lecturer AY	3	0	**Male**	2	2	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2360	Instr Fac AY	6	6	**Male**	4	0	0	0	4	0	0	0
				Female	2	0	0	0	2	0	0	0
	Grand Total #	**9**	**6**	**Male #**	**6**	**2**	**0**	**0**	**4**	**0**	**0**	**0**
	Grand Total %		**66.7**	**Male %**	**66.7**	**22.2**	**0.0**	**0.0**	**44.4**	**0.0**	**0.0**	**0.0**
				Female #	**3**	**1**	**0**	**0**	**2**	**0**	**0**	**0**
				Female%	**33.3**	**11.1**	**0.0**	**0.0**	**22.2**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Strength & Conditioning

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2383	Coaching Assistant 10 Mo	3	2	**Male**	2	1	0	0	0	0	1	0
				Female	1	0	1	0	0	0	0	0
2382	Coaching Assistant 12 Mo	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2379	Coaching Specialist 12 Mo	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**5**	**2**	**Male #**	**4**	**3**	**0**	**0**	**0**	**0**	**1**	**0**
	Grand Total %		**40.0**	**Male %**	**80.0**	**60.0**	**0.0**	**0.0**	**0.0**	**0.0**	**20.0**	**0.0**
				Female #	**1**	**0**	**1**	**0**	**0**	**0**	**0**	**0**
				Female%	**20.0**	**0.0**	**20.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Student Academic Success

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
3086	SSP IV	2	1	**Male**	1	0	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3300	Administrator IV	1	1	**Male**	1	0	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**3**	**2**	**Male #**	**2**	**0**	**0**	**1**	**0**	**0**	**0**	**1**
	Grand Total %		**66.7**	**Male %**	**66.7**	**0.0**	**0.0**	**33.3**	**0.0**	**0.0**	**0.0**	**33.3**
				Female #	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**33.3**	**33.3**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Student Affairs Administration

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1038	Admin Analyst/Spclst 12 Mo	3	1	**Male**	0	0	0	0	0	0	0	0
				Female	3	2	0	1	0	0	0	0
3312	Administrator II	2	0	**Male**	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
	Grand Total #	**5**	**1**	**Male #**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**20.0**	**Male %**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**5**	**4**	**0**	**1**	**0**	**0**	**0**	**0**
				Female%	**100.0**	**80.0**	**0.0**	**20.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Student Affairs Communication

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
800	Pub Affairs/Comm Spec 12 Mo	3	2	Male	1	0	0	1	0	0	0	0
				Female	2	1	0	0	1	0	0	0
820	Graphic Designer 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**4**	**2**	**Male #**	**1**	**0**	**0**	**1**	**0**	**0**	**0**	**0**
	Grand Total %		**50.0**	**Male %**	**25.0**	**0.0**	**0.0**	**25.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**3**	**2**	**0**	**0**	**1**	**0**	**0**	**0**
				Female%	**75.0**	**50.0**	**0.0**	**0.0**	**25.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Student Affairs Initiatives

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

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Student Affairs-Enrollment

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1038	Admin Analyst/Spclst 12 Mo	2	1	**Male**	1	0	0	0	1	0	0	0
				Female	1	1	0	0	0	0	0	0
420	Info Tech Consultant 12 Mo	3	2	**Male**	0	0	0	0	0	0	0	0
				Female	3	1	0	0	2	0	0	0
3318	Administrator I	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3306	Administrator III	1	1	**Male**	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**7**	**4**	**Male #**	**3**	**1**	**0**	**1**	**1**	**0**	**0**	**0**
	Grand Total %		**57.1**	**Male %**	**42.9**	**14.3**	**0.0**	**14.3**	**14.3**	**0.0**	**0.0**	**0.0**
				Female #	**4**	**2**	**0**	**0**	**2**	**0**	**0**	**0**
				Female%	**57.1**	**28.6**	**0.0**	**0.0**	**28.6**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Student Athletes Resource Ctr

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
3082	SSP II	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3084	SSP III	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3086	SSP IV	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3318	Administrator I	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**4**	**1**	**Male #**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**25.0**	**Male %**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**4**	**3**	**0**	**1**	**0**	**0**	**0**	**0**
				Female%	**100.0**	**75.0**	**0.0**	**25.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Student Conduct

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

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Student Engage & Success Admin

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

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Student Orgs & Leadership

		Total		Total								
Job Code	**Job Title**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
1035	Admin Support Coord 12 Mo	1	1	**Male**	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
3082	SSP II	2	2	**Male**	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
3084	SSP III	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3086	SSP IV	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3312	Administrator II	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**7**	**5**	**Male #**	**1**	**0**	**0**	**1**	**0**	**0**	**0**	**0**
	Grand Total %		**71.4**	**Male %**	**14.3**	**0.0**	**0.0**	**14.3**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**6**	**2**	**1**	**3**	**0**	**0**	**0**	**0**
				Female%	**85.7**	**28.6**	**14.3**	**42.9**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Student Service Center

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
3079	SSP I	3	2	**Male**	1	1	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
3082	SSP II	2	2	**Male**	1	0	0	1	0	0	0	0
				Female	1	0	1	0	0	0	0	0
3084	SSP III	3	3	**Male**	1	0	0	1	0	0	0	0
				Female	2	0	0	0	1	1	0	0
1038	Admin Analyst/Spclst 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
3312	Administrator II	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**10**	**8**	**Male #**	**4**	**2**	**0**	**2**	**0**	**0**	**0**	**0**
	Grand Total %		**80.0**	**Male %**	**40.0**	**20.0**	**0.0**	**20.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**6**	**0**	**1**	**2**	**2**	**1**	**0**	**0**
				Female%	**60.0**	**0.0**	**10.0**	**20.0**	**20.0**	**10.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Student Success Initiatives

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

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Teaching Credentials

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	2	1	**Male**	1	1	0	0	0	0	0	0
				Female	1	0	0	0	0	1	0	0
1038	Admin Analyst/Spclst 12 Mo	2	1	**Male**	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
2358	Lecturer AY	70	18	**Male**	14	10	0	2	1	0	0	1
				Female	56	42	1	8	5	0	0	0
2360	Instr Fac AY	24	13	**Male**	6	0	1	2	3	0	0	0
				Female	18	11	0	2	5	0	0	0
2481	Dept Chair 12 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**99**	**33**	**Male #**	**21**	**11**	**1**	**4**	**4**	**0**	**0**	**1**
	Grand Total %		**33.3**	**Male %**	**21.2**	**11.1**	**1.0**	**4.0**	**4.0**	**0.0**	**0.0**	**1.0**
				Female #	**78**	**55**	**1**	**11**	**10**	**1**	**0**	**0**
				Female%	**78.8**	**55.6**	**1.0**	**11.1**	**10.1**	**1.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Tennis-Mens

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2380	Coaching Specialist 10 Mo	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**1**	**0**	**Male #**	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**0.0**	**Male %**	**100.0**	**100.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Tennis-Womens

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

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Testing Center

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
3084	SSP III	1	1	**Male**	1	0	0	0	0	0	1	0
				Female	0	0	0	0	0	0	0	0
3086	SSP IV	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**2**	**1**	**Male #**	**2**	**1**	**0**	**0**	**0**	**0**	**1**	**0**
	Grand Total %		**50.0**	**Male %**	**100.0**	**50.0**	**0.0**	**0.0**	**0.0**	**0.0**	**50.0**	**0.0**
				Female #	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: TOPSS

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

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Transfer Resource Center

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

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Transportation Maintenance

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
6270	Auto/Equipment Mechanic	2	2	**Male**	2	0	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6269	Supervising Auto/Equipmt Mech	1	1	**Male**	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**3**	**3**	**Male #**	**3**	**0**	**1**	**2**	**0**	**0**	**0**	**0**
	Grand Total %		**100.0**	**Male %**	**100.0**	**0.0**	**33.3**	**66.7**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Undergraduate Studies in Educ

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	2	1	**Male**	1	1	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2358	Lecturer AY	53	19	**Male**	8	4	2	1	1	0	0	0
				Female	45	30	1	6	6	0	0	2
1038	Admin Analyst/Spclst 12 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2360	Instr Fac AY	15	8	**Male**	4	2	0	0	2	0	0	0
				Female	11	5	0	5	0	1	0	0
7168	Lead Interpreter	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	1	0	0
	Grand Total #	**72**	**29**	**Male #**	**13**	**7**	**2**	**1**	**3**	**0**	**0**	**0**
	Grand Total %		**40.3**	**Male %**	**18.1**	**9.7**	**2.8**	**1.4**	**4.2**	**0.0**	**0.0**	**0.0**
				Female #	**59**	**36**	**1**	**12**	**6**	**2**	**0**	**2**
				Female%	**81.9**	**50.0**	**1.4**	**16.7**	**8.3**	**2.8**	**0.0**	**2.8**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: University Advancement

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

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: University Communications

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
810	Media Prod Spec 12 Mo	3	1	**Male**	1	1	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	2	0	**Male**	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
800	Pub Affairs/Comm Spec 12 Mo	8	2	**Male**	4	4	0	0	0	0	0	0
				Female	4	2	1	0	1	0	0	0
820	Graphic Designer 12 Mo	1	1	**Male**	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
3318	Administrator I	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
3312	Administrator II	2	0	**Male**	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3306	Administrator III	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
	Grand Total #	**18**	**6**	**Male #**	**7**	**6**	**0**	**0**	**1**	**0**	**0**	**0**
	Grand Total %		**33.3**	**Male %**	**38.9**	**33.3**	**0.0**	**0.0**	**5.6**	**0.0**	**0.0**	**0.0**
				Female #	**11**	**6**	**1**	**1**	**3**	**0**	**0**	**0**
				Female%	**61.1**	**33.3**	**5.6**	**5.6**	**16.7**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: University Galleries

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

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: University Library

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2355	Graduate Assistant	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
2887	Library Services Spec II	6	5	**Male**	2	0	0	1	1	0	0	0
				Female	4	1	0	2	0	0	0	1
1035	Admin Support Coord 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
2888	Library Services Spec III	7	4	**Male**	1	0	0	1	0	0	0	0
				Female	6	3	1	1	1	0	0	0
1038	Admin Analyst/Spclst 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2889	Library Services Spec IV	6	1	**Male**	1	1	0	0	0	0	0	0
				Female	5	4	0	1	0	0	0	0
1617	Instructional Support Tech II	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2920	Librarian 12 Mo	18	9	**Male**	4	2	0	0	2	0	0	0
				Female	14	7	1	2	2	0	0	2
420	Info Tech Consultant 12 Mo	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3312	Administrator II	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3306	Administrator III	2	0	**Male**	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2919	Librarian 10 Mo	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: University Library

Job Code	Job Title		Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
		Grand Total #	46	22	Male #	13	8	0	2	3	0	0	0
		Grand Total %		47.8	Male %	28.3	17.4	0.0	4.3	6.5	0.0	0.0	0.0
					Female #	33	16	3	7	4	0	0	3
					Female%	71.7	34.8	6.5	15.2	8.7	0.0	0.0	6.5

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: University Mail

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1505	Mail Clerk	4	2	**Male**	4	2	2	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1504	Mail Services Supervisor I	1	1	**Male**	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3318	Administrator I	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**6**	**3**	**Male #**	**5**	**2**	**3**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**50.0**	**Male %**	**83.3**	**33.3**	**50.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**16.7**	**16.7**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: University Print

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1481	Reprographics Specialist II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
1482	Reprographics Specialist III	2	1	Male	2	1	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0
1035	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
820	Graphic Designer 12 Mo	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	1	1	Male	1	0	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**6**	**3**	**Male #**	**4**	**2**	**0**	**0**	**0**	**0**	**0**	**2**
	Grand Total %		**50.0**	**Male %**	**66.7**	**33.3**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**33.3**
				Female #	**2**	**1**	**0**	**0**	**1**	**0**	**0**	**0**
				Female%	**33.3**	**16.7**	**0.0**	**0.0**	**16.7**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: UTAPS-Fees

		Total		Total								
Job Code	**Job Title**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
8812	Parking Officer 10/12	1	1	**Male**	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1032	Admin Support Assistant 12 Mo	3	2	**Male**	0	0	0	0	0	0	0	0
				Female	3	1	2	0	0	0	0	0
8810	Parking Officer 12 Mo	4	2	**Male**	4	2	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1035	Admin Support Coord 12 Mo	2	2	**Male**	1	0	0	0	0	0	0	1
				Female	1	0	0	1	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	3	3	**Male**	2	0	0	1	1	0	0	0
				Female	1	0	0	1	0	0	0	0
3312	Administrator II	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**14**	**10**	**Male #**	**9**	**3**	**1**	**3**	**1**	**0**	**0**	**1**
	Grand Total %		**71.4**	**Male %**	**64.3**	**21.4**	**7.1**	**21.4**	**7.1**	**0.0**	**0.0**	**7.1**
				Female #	**5**	**1**	**2**	**2**	**0**	**0**	**0**	**0**
				Female%	**35.7**	**7.1**	**14.3**	**14.3**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: UTAPS-Fines & Forfeitures

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
6366	Heavy Equip Operator/Bus Drive	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**1**	**0**	**Male #**	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**0.0**	**Male %**	**100.0**	**100.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Veteran's Success Center

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
3084	SSP III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
3318	Administrator I	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**2**	**2**	**Male #**	**1**	**0**	**0**	**0**	**1**	**0**	**0**	**0**
	Grand Total %		**100.0**	**Male %**	**50.0**	**0.0**	**0.0**	**0.0**	**50.0**	**0.0**	**0.0**	**0.0**
				Female #	**1**	**0**	**0**	**0**	**1**	**0**	**0**	**0**
				Female%	**50.0**	**0.0**	**0.0**	**0.0**	**50.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Vice President for Admin

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
3312	Administrator II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
3300	Administrator IV	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**3**	**2**	**Male #**	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**66.7**	**Male %**	**33.3**	**33.3**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**2**	**0**	**1**	**0**	**1**	**0**	**0**	**0**
				Female%	**66.7**	**0.0**	**33.3**	**0.0**	**33.3**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Volleyball-Womens

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2383	Coaching Assistant 10 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	1	0
2382	Coaching Assistant 12 Mo	2	0	**Male**	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3318	Administrator I	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**4**	**1**	**Male #**	**2**	**2**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**25.0**	**Male %**	**50.0**	**50.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**2**	**1**	**0**	**0**	**0**	**0**	**1**	**0**
				Female%	**50.0**	**25.0**	**0.0**	**0.0**	**0.0**	**0.0**	**25.0**	**0.0**

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

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: VP for Acad Affairs

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	1	0	0	0	0	0
1176	Cnfdntl Admin Support 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
3312	Administrator II	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
3306	Administrator III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3300	Administrator IV	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**8**	**4**	**Male #**	**1**	**0**	**0**	**1**	**0**	**0**	**0**	**0**
	Grand Total %		**50.0**	**Male %**	**12.5**	**0.0**	**0.0**	**12.5**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**7**	**4**	**1**	**1**	**1**	**0**	**0**	**0**
				Female%	**87.5**	**50.0**	**12.5**	**12.5**	**12.5**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: VP for Student Affairs

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3086	SSP IV	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**3**	**1**	**Male #**	**1**	**0**	**1**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**33.3**	**Male %**	**33.3**	**0.0**	**33.3**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**2**	**2**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**66.7**	**66.7**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Women's and Gender Studies

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358	Lecturer AY	5	3	**Male**	0	0	0	0	0	0	0	0
				Female	5	2	2	0	1	0	0	0
2360	Instr Fac AY	5	3	**Male**	1	1	0	0	0	0	0	0
				Female	4	1	2	0	0	1	0	0
2481	Dept Chair 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
	Grand Total #	**12**	**7**	**Male #**	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**58.3**	**Male %**	**8.3**	**8.3**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**11**	**4**	**4**	**0**	**2**	**1**	**0**	**0**
				Female%	**91.7**	**33.3**	**33.3**	**0.0**	**16.7**	**8.3**	**0.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Womens Resource Center

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

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: World Languages - LIteratures

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1032	Admin Support Assistant 12 Mo	1	1	**Male**	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1035	Admin Support Coord 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2358	Lecturer AY	13	4	**Male**	4	2	0	1	1	0	0	0
				Female	9	7	0	0	1	0	0	1
2360	Instr Fac AY	11	7	**Male**	5	3	0	1	1	0	0	0
				Female	6	1	1	1	1	0	1	1
	Grand Total #	**26**	**13**	**Male #**	**10**	**5**	**0**	**3**	**2**	**0**	**0**	**0**
	Grand Total %		**50.0**	**Male %**	**38.5**	**19.2**	**0.0**	**11.5**	**7.7**	**0.0**	**0.0**	**0.0**
				Female #	**16**	**8**	**1**	**2**	**2**	**0**	**1**	**2**
				Female%	**61.5**	**30.8**	**3.8**	**7.7**	**7.7**	**0.0**	**3.8**	**7.7**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Workforce Analysis Summary

	Total				Male							Female						
Organizational Unit	**EMP**	**M**	**F**	**MIN**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
A & L ITC Support	3	3	0	2	1	0	0	2	0	0	0	0	0	0	0	0	0	0
AA VP Undergrad Studies	3	1	2	1	1	0	0	0	0	0	0	1	0	1	0	0	0	0
AB422 - Instructional Material	1	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0
Academic Advising	31	10	21	26	2	0	7	1	0	0	0	3	6	6	6	0	0	0
Academic Affairs Admin	1	0	1	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
Academic Excellence	2	0	2	1	0	0	0	0	0	0	0	1	0	0	1	0	0	0
Academic Services	2	0	2	1	0	0	0	0	0	0	0	1	0	1	0	0	0	0
Accounting	15	7	8	11	3	0	1	3	0	0	0	1	1	0	6	0	0	0
Accounting Services	11	5	6	6	2	0	1	2	0	0	0	3	0	0	1	1	0	1
Accounts Payable	8	2	6	6	0	1	0	1	0	0	0	2	1	0	1	0	0	2
Admissions and Outreach	26	10	16	19	2	1	4	1	0	0	2	5	1	9	0	0	0	1
Advancement Stewardship	7	4	3	4	1	1	1	0	0	1	0	2	0	0	1	0	0	0
Air Force ROTC	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Alumni Services	5	1	4	3	0	1	0	0	0	0	0	2	0	0	1	0	0	1
Anchor University Initiatives	2	0	2	1	0	0	0	0	0	0	0	1	1	0	0	0	0	0
Annual Fund	5	1	4	1	1	0	0	0	0	0	0	3	0	1	0	0	0	0
Anthropology	22	9	13	5	6	1	1	1	0	0	0	11	0	1	0	1	0	0
APIDA Center	1	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
ARMY ROTC	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
Art	34	12	22	9	10	0	1	0	0	0	1	15	0	1	4	0	0	2
Asian Studies	2	1	1	2	0	0	0	1	0	0	0	0	0	0	1	0	0	0

California State University

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Workforce Analysis Summary

	Total				Male							Female						
Organizational Unit	**EMP**	**M**	**F**	**MIN**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
Athletics	3	1	2	2	0	1	0	0	0	0	0	1	1	0	0	0	0	0
Athletics Business Office	4	2	2	1	2	0	0	0	0	0	0	1	0	1	0	0	0	0
Athletics Equipment	3	1	2	2	0	0	1	0	0	0	0	1	0	0	0	0	0	1
Athletics HR	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Athletics IT	1	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Athletics Marketing/Promo	3	2	1	0	2	0	0	0	0	0	0	1	0	0	0	0	0	0
Athletics Tickets	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Audiology Doctorate	12	3	9	8	2	0	0	0	0	0	1	2	1	0	5	0	0	1
Audit and Consulting Services	3	0	3	2	0	0	0	0	0	0	0	1	1	1	0	0	0	0
Baseball	3	3	0	1	2	0	1	0	0	0	0	0	0	0	0	0	0	0
Basketball-Mens	5	5	0	3	2	1	0	0	0	0	2	0	0	0	0	0	0	0
Basketball-Womens	4	0	4	3	0	0	0	0	0	0	0	1	2	1	0	0	0	0
Biological Sci-Out of State EE	1	0	1	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0
Biological Sciences	76	38	38	15	30	1	3	3	1	0	0	31	0	4	2	0	0	1
Bldg Trades Electrical	7	7	0	2	5	0	0	1	0	1	0	0	0	0	0	0	0	0
Bldg Trades Lockshop	3	3	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0
Bldg Trades Metal	2	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Bldg Trades MultiCraft	10	10	0	4	6	0	2	2	0	0	0	0	0	0	0	0	0	0
Bldg Trades Paint	3	3	0	3	0	0	3	0	0	0	0	0	0	0	0	0	0	0
Bldg Trades Plumbing	3	3	0	1	2	0	1	0	0	0	0	0	0	0	0	0	0	0
Budget Planning & Admin	5	0	5	1	0	0	0	0	0	0	0	4	0	1	0	0	0	0

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Workforce Analysis Summary

	Total				Male							Female						
Organizational Unit	**EMP**	**M**	**F**	**MIN**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
Building Maintenance Trades	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Bursars Office	12	3	9	8	1	0	1	1	0	0	0	3	2	2	2	0	0	0
Business and Admin Svcs	2	1	1	2	0	1	0	0	0	0	0	0	0	0	1	0	0	0
Campus Conservation	4	3	1	1	3	0	0	0	0	0	0	0	0	1	0	0	0	0
Career Center	10	3	7	7	1	0	1	1	0	0	0	2	2	2	1	0	0	0
Career Counseling	1	0	1	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0
CARES	2	0	2	1	0	0	0	0	0	0	0	1	0	1	0	0	0	0
CCE - Prog Ops & Support	4	0	4	3	0	0	0	0	0	0	0	1	0	0	2	0	0	1
CCE-CCP	2	1	1	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0
CCE-Dean's Office	5	0	5	3	0	0	0	0	0	0	0	2	1	2	0	0	0	0
CCE-EDP-Extrnl Degree Prog	21	1	20	10	1	0	0	0	0	0	0	10	1	7	2	0	0	0
CCE-Enrollment Svcs	12	2	10	9	0	0	2	0	0	0	0	3	1	3	2	0	0	1
CCE-Facilities	3	2	1	1	1	0	1	0	0	0	0	1	0	0	0	0	0	0
CCE-Financial Services	8	1	7	2	1	0	0	0	0	0	0	5	0	1	1	0	0	0
CCE-HHS-Health & Human Svc	5	1	4	3	0	0	1	0	0	0	0	2	0	0	2	0	0	0
CCE-HR	4	0	4	3	0	0	0	0	0	0	0	1	0	2	0	0	1	0
CCE-NC-BUS-Business & Mgmt	12	5	7	9	2	0	1	2	0	0	0	1	0	5	1	0	0	0
CCE-NC-CTS-Conf Train Svcs	26	8	18	13	4	0	2	1	0	0	1	9	2	3	4	0	0	0
CCE-On Line Trng-Unit Costs	4	2	2	0	2	0	0	0	0	0	0	2	0	0	0	0	0	0
CCE-Org Projects	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
CCE-Public Relations/Developmt	3	2	1	1	1	0	1	0	0	0	0	1	0	0	0	0	0	0

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	Total				Male							Female						
Organizational Unit	**EMP**	**M**	**F**	**MIN**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
CCE-SS-Summer Session	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
CCE-Tech Svcs	4	4	0	3	1	0	0	3	0	0	0	0	0	0	0	0	0	0
Center for Calif Studies	8	2	6	4	1	0	0	0	0	0	1	3	0	3	0	0	0	0
Center for College Readiness	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Center for Teach & Learn	5	1	4	5	0	0	1	0	0	0	0	0	0	2	2	0	0	0
Chemistry	43	23	20	15	16	0	4	3	0	0	0	12	0	4	2	0	0	2
Civil Engineering	43	34	9	14	23	1	1	7	1	0	1	6	1	0	2	0	0	0
Civil Enginrng-Out of State EE	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Clery Compliance Office	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
CMASE-NS&M	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
COB AD Academic Programs	3	0	3	1	0	0	0	0	0	0	0	2	0	0	1	0	0	0
COB AD-Faculty Support	3	1	2	1	0	0	0	1	0	0	0	2	0	0	0	0	0	0
COB Dean	5	2	3	3	2	0	0	0	0	0	0	0	0	2	1	0	0	0
COB Information Technology	2	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
COB-MBA	4	1	3	1	1	0	0	0	0	0	0	2	0	0	1	0	0	0
COB-OSE	6	0	6	3	0	0	0	0	0	0	0	3	0	2	1	0	0	0
Col of Ed Student Success Ctr	3	0	3	2	0	0	0	0	0	0	0	1	0	2	0	0	0	0
Coll of A&L Deans Ofc	7	1	6	2	0	0	1	0	0	0	0	5	1	0	0	0	0	0
Coll of E&CS Deans Office	6	3	3	2	3	0	0	0	0	0	0	1	1	0	1	0	0	0
Coll of Educ Deans Ofc	7	2	5	5	1	0	0	1	0	0	0	1	1	3	0	0	0	0
Coll of H&HS Deans Office	15	4	11	5	3	1	0	0	0	0	0	7	0	4	0	0	0	0

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Organizational Unit	**EMP**	**M**	**F**	**MIN**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
Coll of NSM Deans Ofc	6	0	6	3	0	0	0	0	0	0	0	3	0	1	1	0	0	1
Coll of SSIS Deans Ofc	8	2	6	4	1	0	1	0	0	0	0	3	2	0	1	0	0	0
College of Arts & Letters	4	1	3	1	0	1	0	0	0	0	0	3	0	0	0	0	0	0
College of Education	2	0	2	2	0	0	0	0	0	0	0	0	1	0	1	0	0	0
College of Engr & Comp Sci	8	7	1	2	6	0	0	1	0	0	0	0	0	0	0	0	0	1
College of H&HS	6	0	6	5	0	0	0	0	0	0	0	1	2	2	0	0	0	1
College of NS&M	3	0	3	1	0	0	0	0	0	0	0	2	1	0	0	0	0	0
Comm Council Center	2	1	1	1	1	0	0	0	0	0	0	0	0	1	0	0	0	0
Comm Sciences & Disorders	29	6	23	8	4	0	1	0	0	0	1	17	1	1	2	0	0	2
Communication Studies	67	36	31	19	25	1	6	2	0	0	2	23	2	5	1	0	0	0
Community Engagement Center	2	1	1	1	0	0	1	0	0	0	0	1	0	0	0	0	0	0
Computer Science	47	29	18	28	13	0	1	14	0	1	0	6	1	0	11	0	0	0
Construction Management	34	27	7	10	20	0	4	1	0	1	1	4	1	0	1	1	0	0
Contract - Interpreter	3	0	3	3	0	0	0	0	0	0	0	0	0	2	0	0	1	0
Cooper Woodson College	2	1	1	2	0	1	0	0	0	0	0	0	0	0	0	0	0	1
Criminal Justice	49	28	21	23	15	6	4	3	0	0	0	11	6	2	1	1	0	0
Cross Cnty/Trk&Fld-Womens	2	1	1	1	1	0	0	0	0	0	0	0	0	1	0	0	0	0
Cross Country/Trk&Fld-Mens	2	1	1	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0
CSU Student Success Network	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Ctr for Innov and Entrepreneur	2	1	1	1	1	0	0	0	0	0	0	0	0	1	0	0	0	0
Ctr for Sci and Math Success	2	0	2	1	0	0	0	0	0	0	0	1	0	1	0	0	0	0

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	Total				Male							Female						
Organizational Unit	**EMP**	**M**	**F**	**MIN**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
Custodial Services	62	40	22	54	8	6	3	22	0	0	1	0	1	13	7	0	1	0
Customer Service Center	5	2	3	2	2	0	0	0	0	0	0	1	0	0	1	0	0	1
Dept of Design	28	12	16	11	8	1	2	1	0	0	0	9	3	2	1	0	1	0
Dept of Design-Out of State EE	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Dept of Theatre and Dance	26	9	17	10	4	2	2	0	0	0	1	12	1	1	1	2	0	0
Development	14	6	8	5	3	2	1	0	0	0	0	6	1	0	1	0	0	0
Disability Access Center	7	3	4	6	0	2	1	0	0	0	0	1	2	0	1	0	0	0
Doctorate in Ed Leadership	18	3	15	12	2	1	0	0	0	0	0	4	2	6	2	0	0	1
Doctorate of Physical Therapy	19	11	8	8	6	0	3	1	0	0	1	5	0	1	2	0	0	0
Dreamer Center Programs	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
Economics	22	15	7	6	12	0	0	3	0	0	0	4	0	0	2	0	0	1
Electrical Engineering	34	28	6	12	17	3	1	7	0	0	0	5	0	0	1	0	0	0
Electronic Svc Ctr-NS&M	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Energy Management	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Engineering Services	12	12	0	5	7	2	3	0	0	0	0	0	0	0	0	0	0	0
English	63	22	41	17	16	0	3	2	0	0	1	30	2	5	3	0	0	1
Enrollment Operations	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Environmental Studies	14	9	5	3	7	2	0	0	0	0	0	4	0	0	1	0	0	0
EOP Administration	6	3	3	6	0	1	1	1	0	0	0	0	1	1	1	0	0	0
Equip Suppt Ctr-NS&M	2	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Ethnic Studies	34	13	21	34	0	5	1	5	2	0	0	0	4	7	7	2	0	1

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Events Manager	3	3	0	1	2	1	0	0	0	0	0	0	0	0	0	0	0	0
External Affairs	3	1	2	0	1	0	0	0	0	0	0	2	0	0	0	0	0	0
Fac Mgmt-Parking	6	5	1	4	2	0	1	2	0	0	0	0	0	0	1	0	0	0
Facilities Management	9	3	6	6	1	1	1	0	0	0	0	2	0	0	4	0	0	0
Facilities Planning	8	6	2	4	3	1	0	1	1	0	0	1	0	1	0	0	0	0
Faculty Advancement	5	3	2	0	3	0	0	0	0	0	0	2	0	0	0	0	0	0
Faculty Senate	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Faculty Success	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Family Consumer Science	31	3	28	10	1	0	1	0	1	0	0	20	1	2	5	0	0	0
Finance and Insurance and RE	18	14	4	12	5	0	0	8	1	0	0	1	0	0	3	0	0	0
Financial Aid	20	7	13	11	3	0	3	1	0	0	0	6	1	1	4	0	0	1
Financial Services	3	0	3	2	0	0	0	0	0	0	0	1	0	2	0	0	0	0
First Star Academy	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
Football	15	15	0	6	9	2	1	0	0	0	3	0	0	0	0	0	0	0
Full Circle Project	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0
Geography	17	10	7	1	9	0	1	0	0	0	0	7	0	0	0	0	0	0
Geology	19	7	12	6	4	0	1	2	0	0	0	9	0	1	1	0	0	1
Gerontology	3	0	3	0	0	0	0	0	0	0	0	3	0	0	0	0	0	0
Golf-Womens	2	1	1	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0
Graduate & Prof Stds in Educ	49	15	34	25	5	1	8	1	0	0	0	19	6	5	3	0	0	1
Graduate Studies	12	2	10	7	1	0	1	0	0	0	0	4	2	2	2	0	0	0

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Grounds Maintenance	12	11	1	7	4	0	6	1	0	0	0	1	0	0	0	0	0	0
Guardian Scholars Program	6	0	6	5	0	0	0	0	0	0	0	1	1	3	0	0	0	1
Gymnastics-Womens	3	0	3	0	0	0	0	0	0	0	0	3	0	0	0	0	0	0
History	50	27	23	13	22	1	2	1	1	0	0	15	2	4	1	0	0	1
Honors' Program	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Hornet Ticket Office	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
HR Academic Labor Relations	2	1	1	2	0	0	0	1	0	0	0	0	1	0	0	0	0	0
HR Benefits Office	8	3	5	4	2	0	1	0	0	0	0	2	1	1	1	0	0	0
HR Central	2	0	2	2	0	0	0	0	0	0	0	0	1	0	0	0	0	1
HR Class and Comp	3	0	3	3	0	0	0	0	0	0	0	0	0	2	0	0	0	1
HR Employee Services	7	2	5	3	2	0	0	0	0	0	0	2	2	1	0	0	0	0
HR Payroll Office	9	3	6	6	2	0	1	0	0	0	0	1	0	3	1	0	1	0
HR Staff ELR	4	2	2	1	2	0	0	0	0	0	0	1	0	0	1	0	0	0
Hsg-Administration	14	7	7	8	3	2	1	1	0	0	0	3	2	1	0	0	0	1
Hsg-Building Maint Trades	4	4	0	2	2	0	2	0	0	0	0	0	0	0	0	0	0	0
Hsg-Custodial Services	16	10	6	15	1	2	0	7	0	0	0	0	0	2	4	0	0	0
Hsg-Grounds Maintenance	2	2	0	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Hsg-Maint Office Admin	2	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Hsg-Utility Plants	3	3	0	1	2	0	0	1	0	0	0	0	0	0	0	0	0	0
Humanities	18	8	10	4	6	0	0	2	0	0	0	8	0	0	2	0	0	0
Inclusive Excellence	5	2	3	4	0	1	0	1	0	0	0	1	2	0	0	0	0	0

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Info Sys and Biz Analytics	17	12	5	8	4	1	0	7	0	0	0	5	0	0	0	0	0	0
Inst Research Effective Plng	4	1	3	2	0	0	0	1	0	0	0	2	0	0	1	0	0	0
Institute Social Research	2	0	2	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0
Instr Com Support Center	2	2	0	2	0	0	1	1	0	0	0	0	0	0	0	0	0	0
Int Programs and Global Engage	5	2	3	5	0	0	0	2	0	0	0	0	0	1	2	0	0	0
Interdisciplinary Studies	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
IRT Academic Technology	5	1	4	2	1	0	0	0	0	0	0	2	0	2	0	0	0	0
IRT Campus Applications	8	6	2	3	5	0	0	1	0	0	0	0	0	0	2	0	0	0
IRT Data Center	7	4	3	2	4	0	0	0	0	0	0	1	0	1	1	0	0	0
IRT Desktop Services	7	7	0	4	3	1	3	0	0	0	0	0	0	0	0	0	0	0
IRT Email M365 and Virt Apps	1	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
IRT Enterprise Rsrc Planning	6	5	1	4	2	0	0	3	0	0	0	0	0	0	0	1	0	0
IRT Identity Management	2	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
IRT Information Security	5	5	0	2	3	0	0	2	0	0	0	0	0	0	0	0	0	0
IRT Learning Spaces	5	5	0	2	3	0	0	1	0	0	1	0	0	0	0	0	0	0
IRT Network Service	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
IRT Project Management	8	3	5	3	2	0	0	1	0	0	0	3	0	0	2	0	0	0
IRT Reporting	4	3	1	2	1	0	1	1	0	0	0	1	0	0	0	0	0	0
IRT Service Desk	6	4	2	2	3	0	0	1	0	0	0	1	0	1	0	0	0	0
IRT Telecommunications	6	6	0	1	5	0	0	0	0	0	1	0	0	0	0	0	0	0
IRT VP-Administration	7	1	6	3	1	0	0	0	0	0	0	3	2	0	1	0	0	0

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IRT Web Mobile	9	4	5	4	2	0	0	2	0	0	0	3	0	0	2	0	0	0
Kinesiology	39	17	22	12	9	0	5	3	0	0	0	18	1	3	0	0	0	0
Learning and Development	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Liberal Studies Program	2	0	2	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0
Management	18	8	10	5	6	0	1	1	0	0	0	7	0	0	3	0	0	0
Marketing Supply Chain MGMT	16	10	6	8	4	0	0	5	0	0	1	4	0	0	2	0	0	0
Mathematics	76	44	32	34	26	0	6	9	0	0	3	16	0	2	12	0	0	2
Mechanical Engineering	33	31	2	12	20	0	4	6	0	0	1	1	0	0	1	0	0	0
MESA	1	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
MLK Center	2	2	0	2	0	1	0	0	0	0	1	0	0	0	0	0	0	0
Movers and Waste Mgmt	5	5	0	5	0	0	3	0	1	1	0	0	0	0	0	0	0	0
Multicultural Center	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
Music	59	35	24	13	26	1	3	5	0	0	0	20	0	1	3	0	0	0
Music-Out of State EE	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Native Student Success Center	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
NCAA Compliance	3	2	1	0	2	0	0	0	0	0	0	1	0	0	0	0	0	0
New Student Orientation	2	0	2	1	0	0	0	0	0	0	0	1	1	0	0	0	0	0
Nursing	89	10	79	21	6	2	0	2	0	0	0	62	0	8	9	0	0	0
Office for Equal Opportunity	5	1	4	3	0	1	0	0	0	0	0	2	1	0	1	0	0	0
Office of the President	8	2	6	5	1	1	0	0	0	0	0	2	0	3	1	0	0	0
Office of the Univ Registrar	33	5	28	13	2	0	2	0	0	1	0	18	1	4	5	0	0	0

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Parents and Families	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Peer and Academic Resource Ctr	2	0	2	2	0	0	0	0	0	0	0	0	1	0	0	0	0	1
Philosophy	17	13	4	5	10	0	1	2	0	0	0	2	0	1	1	0	0	0
Physics & Astronomy	19	12	7	2	11	0	0	1	0	0	0	6	0	1	0	0	0	0
Police Department	31	17	14	17	7	2	3	3	0	0	2	7	1	5	1	0	0	0
Political Science	35	22	13	4	20	0	1	0	0	0	1	11	0	1	1	0	0	0
Population Research Center	21	6	15	17	2	0	3	1	0	0	0	2	0	12	1	0	0	0
PRIDE Center	1	1	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Principal Gifts and Campaign	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Procurement and Contract Svcs	10	2	8	7	0	1	1	0	0	0	0	3	0	2	3	0	0	0
Project Rebound	3	3	0	2	1	1	0	0	0	0	1	0	0	0	0	0	0	0
Psychological Services	13	5	8	8	2	0	0	3	0	0	0	3	2	2	1	0	0	0
Psychology	44	9	35	16	5	0	1	3	0	0	0	23	2	6	3	0	0	1
Public Affairs & Advocacy	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
Public Health	27	8	19	10	6	1	0	1	0	0	0	11	2	2	3	0	0	1
Public Policy & Admin	10	7	3	6	3	1	2	1	0	0	0	1	0	0	2	0	0	0
Rec Parks Tour-Out of State EE	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Receiving & Shipping	5	4	1	1	3	0	1	0	0	0	0	1	0	0	0	0	0	0
Recreation, Parks & Tourism	39	20	19	8	15	3	0	2	0	0	0	16	0	1	2	0	0	0
Research Innovation Econ Dev	15	3	12	6	1	0	1	1	0	0	0	8	1	2	1	0	0	0
Risk Management Services	12	7	5	5	6	0	0	1	0	0	0	1	1	1	2	0	0	0

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Rowing-Womens	2	1	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0
SA Information Technology	8	2	6	8	0	0	2	0	0	0	0	0	0	5	1	0	0	0
SASEEP	8	4	4	8	0	0	1	3	0	0	0	0	3	0	1	0	0	0
School of Social Work	51	19	32	19	11	0	4	3	0	0	1	21	5	2	1	2	0	1
Science Ed Equity	1	1	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Security and Administration	4	4	0	2	2	0	0	1	0	0	1	0	0	0	0	0	0	0
Serna Center Programs	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
SHS-Administration	3	0	3	1	0	0	0	0	0	0	0	2	0	0	1	0	0	0
SHS-Athletic Training	12	5	7	6	2	0	2	1	0	0	0	4	1	2	0	0	0	0
SHS-Clinic	17	4	13	13	1	0	2	1	0	0	0	3	1	7	2	0	0	0
SHS-Health Education	5	0	5	1	0	0	0	0	0	0	0	4	0	0	1	0	0	0
SHS-Information Technology	1	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
SHS-Pharmacy	1	0	1	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
SHS-X-Ray	1	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
SOAL Sport Clubs	2	1	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0
Soccer-Mens	2	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Soccer-Womens	2	2	0	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0
Sociology	31	8	23	19	3	1	2	2	0	0	0	9	1	5	6	0	0	2
Softball	3	0	3	2	0	0	0	0	0	0	0	1	0	1	1	0	0	0
Space Management	5	0	5	0	0	0	0	0	0	0	0	5	0	0	0	0	0	0
Sports Info	3	3	0	1	2	0	1	0	0	0	0	0	0	0	0	0	0	0

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SS&IS ITC Shop	2	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Strategic Std Support Programs	2	1	1	2	0	0	1	0	0	0	0	0	0	1	0	0	0	0
Strategy and Entrepreneurship	9	6	3	6	2	0	0	4	0	0	0	1	0	0	2	0	0	0
Strength & Conditioning	5	4	1	2	3	0	0	0	0	1	0	0	1	0	0	0	0	0
Student Academic Success	3	2	1	2	0	0	1	0	0	0	1	1	0	0	0	0	0	0
Student Affairs Administration	5	0	5	1	0	0	0	0	0	0	0	4	0	1	0	0	0	0
Student Affairs Communication	4	1	3	2	0	0	1	0	0	0	0	2	0	0	1	0	0	0
Student Affairs Initiatives	2	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Student Affairs-Enrollment	7	3	4	4	1	0	1	1	0	0	0	2	0	0	2	0	0	0
Student Athletes Resource Ctr	4	0	4	1	0	0	0	0	0	0	0	3	0	1	0	0	0	0
Student Conduct	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Student Engage & Success Admin	2	2	0	2	0	1	1	0	0	0	0	0	0	0	0	0	0	0
Student Orgs & Leadership	7	1	6	5	0	0	1	0	0	0	0	2	1	3	0	0	0	0
Student Service Center	10	4	6	8	2	0	2	0	0	0	0	0	1	2	2	1	0	0
Student Success Initiatives	1	0	1	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
Teaching Credentials	99	21	78	33	11	1	4	4	0	0	1	55	1	11	10	1	0	0
Tennis-Mens	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Tennis-Womens	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Testing Center	2	2	0	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0
TOPSS	1	1	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Transfer Resource Center	1	0	1	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0

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Transportation Maintenance	3	3	0	3	0	1	2	0	0	0	0	0	0	0	0	0	0	0
Undergraduate Studies in Educ	72	13	59	29	7	2	1	3	0	0	0	36	1	12	6	2	0	2
University Advancement	3	0	3	1	0	0	0	0	0	0	0	2	0	0	1	0	0	0
University Communications	18	7	11	6	6	0	0	1	0	0	0	6	1	1	3	0	0	0
University Galleries	2	1	1	1	0	0	0	1	0	0	0	1	0	0	0	0	0	0
University Library	46	13	33	22	8	0	2	3	0	0	0	16	3	7	4	0	0	3
University Mail	6	5	1	3	2	3	0	0	0	0	0	1	0	0	0	0	0	0
University Print	6	4	2	3	2	0	0	0	0	0	2	1	0	0	1	0	0	0
UTAPS-Fees	14	9	5	10	3	1	3	1	0	0	1	1	2	2	0	0	0	0
UTAPS-Fines & Forfeitures	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Veteran's Success Center	2	1	1	2	0	0	0	1	0	0	0	0	0	0	1	0	0	0
Vice President for Admin	3	1	2	2	1	0	0	0	0	0	0	0	1	0	1	0	0	0
Volleyball-Womens	4	2	2	1	2	0	0	0	0	0	0	1	0	0	0	0	1	0
VP for Acad Affairs	8	1	7	4	0	0	1	0	0	0	0	4	1	1	1	0	0	0
VP for Student Affairs	3	1	2	1	0	1	0	0	0	0	0	2	0	0	0	0	0	0
Women's and Gender Studies	12	1	11	7	1	0	0	0	0	0	0	4	4	0	2	1	0	0
Womens Resource Center	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
World Languages - LIteratures	26	10	16	13	5	0	3	2	0	0	0	8	1	2	2	0	1	2
Total (#)	**3,081**	**1,361**	**1,720**	**1,359**	**775**	**88**	**199**	**242**	**9**	**8**	**40**	**947**	**133**	**298**	**268**	**17**	**8**	**49**
Total (%)		**44.2**	**55.8**	**44.1**	**25.2**	**2.9**	**6.5**	**7.9**	**0.3**	**0.3**	**1.3**	**30.7**	**4.3**	**9.7**	**8.7**	**0.6**	**0.3**	**1.6**

California State University

Sacramento

Snapshot Date: 10/31/2023

Job Group Analysis

Job Group: C0E - Secretarial/Clerical Administrator 1

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
12	1148	Presidential Aide	1	0	1	0	1
		Total (#)	**1**	**0**	**1**	**0**	**1**
		Total (%)		**0.0**	**100.0**	**0.0**	**100.0**

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

California State University

Sacramento

Snapshot Date: 10/31/2023

Job Group Analysis

Job Group: C7A - Secretarial/Clerical Unit 7 Level A

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
12	1030	Admin Support Assistant 10/12	1	1	0	0	1
12	1553	Inventory Clerk	1	0	1	1	0
12	1505	Mail Clerk	4	4	0	2	2
12	1504	Mail Services Supervisor I	1	1	0	0	1
12	1100	Payroll Technician I	1	0	1	0	1
12	1502	Shipping And ReceivIng Ast I	1	1	0	1	0
14	1506	Storekeeper I	2	2	0	2	0
		Total (#)	**11**	**9**	**2**	**6**	**5**
		Total (%)		**81.8**	**18.2**	**54.5**	**45.5**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Job Group Analysis

Job Group: C7A12MO - Secretarial/Clerical Unit 7 Level A - Admin Support Assistant 12

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
12	1032	Admin Support Assistant 12 Mo	44	9	35	4	40
		Total (#)	**44**	**9**	**35**	**4**	**40**
		Total (%)		**20.5**	**79.5**	**9.1**	**90.9**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Job Group Analysis

Job Group: C7B - Secretarial/Clerical Unit 7 Level B

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
12	1033	Admin Support Coord 10/12	3	0	3	1	2
12	1034	Admin Support Coord 11/12	1	0	1	0	1
12	1101	Payroll Technician II	4	1	3	0	4
12	1102	Payroll Technician III	2	1	1	2	0
12	1549	Property Clerk II	1	1	0	1	0
		Total (#)	**11**	**3**	**8**	**4**	**7**
		Total (%)		**27.3**	**72.7**	**36.4**	**63.6**

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Snapshot Date: 10/31/2023

Job Group Analysis

Job Group: C7B12MO - Secretarial/Clerical Unit 7 Level B - Admin Support Coord 12 Mo

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
12	1035	Admin Support Coord 12 Mo	165	23	142	68	97
		Total (#)	**165**	**23**	**142**	**68**	**97**
		Total (%)		**13.9**	**86.1**	**41.2**	**58.8**

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Snapshot Date: 10/31/2023

Job Group Analysis

Job Group: E0A - President

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
1	2977	President	1	1	0	0	1
		Total (#)	**1**	**1**	**0**	**0**	**1**
		Total (%)		**100.0**	**0.0**	**0.0**	**100.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Job Group Analysis

Job Group: E0B - Administrator IV

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
4	3300	Administrator IV	23	13	10	17	6
		Total (#)	**23**	**13**	**10**	**17**	**6**
		Total (%)		**56.5**	**43.5**	**73.9**	**26.1**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Job Group Analysis

Job Group: E0C - Administrator III

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
2	3306	Administrator III	51	24	27	27	24
		Total (#)	**51**	**24**	**27**	**27**	**24**
		Total (%)		**47.1**	**52.9**	**52.9**	**47.1**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Job Group Analysis

Job Group: E0D - Administrator II

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
2	3312	Administrator II	91	37	54	53	38
		Total (#)	**91**	**37**	**54**	**53**	**38**
		Total (%)		**40.7**	**59.3**	**58.2**	**41.8**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Job Group Analysis

Job Group: E0E - Administrator I

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
10	3318	Administrator I	52	20	32	32	20
		Total (#)	**52**	**20**	**32**	**32**	**20**
		Total (%)		**38.5**	**61.5**	**61.5**	**38.5**

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Snapshot Date: 10/31/2023

Job Group Analysis

Job Group: F3A1 - Faculty Unit 3 Level A - Department Chairs

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
5	2481	Dept Chair 12 Mo	41	24	17	35	6
		Total (#)	**41**	**24**	**17**	**35**	**6**
		Total (%)		**58.5**	**41.5**	**85.4**	**14.6**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Job Group Analysis

Job Group: F3A2 - Faculty Unit 3 Level A - Instructors

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
5	2388	Grnt Rltd Spc Fnd Inst Fac 12m	2	2	0	1	1
5	2361	Instr Fac 12 Mo	10	2	8	3	7
5	2360	Instr Fac AY	587	273	314	355	232
		Total (#)	**599**	**277**	**322**	**359**	**240**
		Total (%)		**46.2**	**53.8**	**59.9**	**40.1**

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Snapshot Date: 10/31/2023

Job Group Analysis

Job Group: F3A3 - Faculty Unit 3 Level A - Lecturers

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
5	2359	Lecturer 12 Mo	3	0	3	1	2
5	2358	Lecturer AY	937	425	512	644	293
		Total (#)	**940**	**425**	**515**	**645**	**295**
		Total (%)		**45.2**	**54.8**	**68.6**	**31.4**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Job Group Analysis

Job Group: M5A1 - Service/Maintenance Unit 5 Level A - Custodians

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
10	2010	Custodian	70	44	26	6	64
13	745	Gardening Specialist	2	1	1	1	1
10	731	Groundsworker	9	9	0	2	7
14	6366	Heavy Equip Operator/Bus Drive	1	1	0	1	0
10	735	Irrigation Specialist	2	2	0	1	1
14	6223	Laborer	5	5	0	0	5
10	2015	Lead Custodian	7	5	2	1	6
10	726	Lead Groundsworker	2	2	0	1	1
14	6363	Light Auto Equipment Operator	2	2	0	2	0
14	1508	Warehouse Worker	2	2	0	1	1
		Total (#)	**102**	**73**	**29**	**16**	**86**
		Total (%)		**71.6**	**28.4**	**15.7**	**84.3**

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Snapshot Date: 10/31/2023

Job Group Analysis

Job Group: M7E - Service/Maintenance Unit 7 Level E

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
10	8820	Community Service Spec 12 Mo	5	4	1	1	4
10	8812	Parking Officer 10/12	1	1	0	0	1
10	8810	Parking Officer 12 Mo	4	4	0	2	2
12	8800	Police Dispatcher 12 Mo	6	1	5	4	2
		Total (#)	**16**	**10**	**6**	**7**	**9**
		Total (%)		**62.5**	**37.5**	**43.8**	**56.3**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Job Group Analysis

Job Group: P0D - Professional Non Faculty Administrator II

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
10	8354	Sergeant	4	4	0	3	1
		Total (#)	**4**	**4**	**0**	**3**	**1**
		Total (%)		**100.0**	**0.0**	**75.0**	**25.0**

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Snapshot Date: 10/31/2023

Job Group Analysis

Job Group: P1A - Professional Non Faculty Unit 1 Level A

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
4	8147	Health Educator	2	0	2	1	1
9	8166	Nurse Practitioner	1	0	1	1	0
9	7992	Pharmacist I	1	0	1	0	1
9	7737	Physician	2	2	0	1	1
9	7750	Physician-Specialty Services	1	1	0	0	1
9	7996	Radiologic Technologist II	1	1	0	0	1
9	8130	Registered Dietitian	1	0	1	1	0
9	8414	REGISTERED DIETITIAN - NE	1	0	1	1	0
9	8154	Registered Nurse II	1	0	1	0	1
9	8157	Registered Nurse III	1	0	1	1	0
		Total (#)	**12**	**4**	**8**	**6**	**6**
		Total (%)		**33.3**	**66.7**	**50.0**	**50.0**

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Snapshot Date: 10/31/2023

Job Group Analysis

Job Group: P2A - Professional Non Faculty Unit 2 Level A

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
4	8145	Health Education Assistant	1	0	1	0	1
		Total (#)	**1**	**0**	**1**	**0**	**1**
		Total (%)		**0.0**	**100.0**	**0.0**	**100.0**

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California State University

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Snapshot Date: 10/31/2023

Job Group Analysis

Job Group: P3B - Professional Non Faculty Unit 3 Level B

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
9	8180	Athletic Trainer I 12 Mo	8	4	4	2	6
9	8185	Athletic Trainer II 12 Mo	3	0	3	3	0
4	2376	Coach 12 Mo	1	1	0	1	0
4	2383	Coaching Assistant 10 Mo	11	7	4	6	5
4	2382	Coaching Assistant 12 Mo	17	8	9	10	7
4	2380	Coaching Specialist 10 Mo	1	1	0	1	0
4	2379	Coaching Specialist 12 Mo	18	15	3	10	8
9	8190	Head Athletic Trainer 12 Mo	1	1	0	1	0
		Total (#)	**60**	**37**	**23**	**34**	**26**
		Total (%)		**61.7**	**38.3**	**56.7**	**43.3**

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Snapshot Date: 10/31/2023

Job Group Analysis

Job Group: P3C - Professional Non Faculty Unit 3 Level C

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
7	2919	Librarian 10 Mo	1	1	0	1	0
7	2920	Librarian 12 Mo	18	4	14	9	9
		Total (#)	**19**	**5**	**14**	**10**	**9**
		Total (%)		**26.3**	**73.7**	**52.6**	**47.4**

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California State University

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Snapshot Date: 10/31/2023

Job Group Analysis

Job Group: P4A - Professional Non Faculty Level A

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
12	2628	Credential Analyst I	1	0	1	0	1
12	2630	Credential Analyst II	1	0	1	1	0
12	2632	Evaluator I	4	0	4	0	4
12	2633	Evaluator II	1	0	1	1	0
2	6726	Planner/Estimator/Scheduler	1	1	0	0	1
3	3070	SSP Academic Related I 12 Mo	5	3	2	1	4
3	3072	SSP Academic Related II 12 Mo	6	1	5	3	3
3	3073	SSP Academic Related II AY	1	0	1	0	1
4	3079	SSP I	15	8	7	5	10
4	3082	SSP II	54	15	39	13	41
4	3084	SSP III	70	21	49	19	51
4	3086	SSP IV	44	15	29	22	22
		Total (#)	**203**	**64**	**139**	**65**	**138**
		Total (%)		**31.5**	**68.5**	**32.0**	**68.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Job Group Analysis

Job Group: P8A - Professional Non Faculty Unit 8 Level A

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
10	8365	Corporal	4	3	1	3	1
10	8350	Police Officer	5	3	2	1	4
10	8346	POLICE OFFICER CADET-NONREPRESENTED	1	0	1	0	1
		Total (#)	**10**	**6**	**4**	**4**	**6**
		Total (%)		**60.0**	**40.0**	**40.0**	**60.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Job Group Analysis

Job Group: P9C - Professional Non Faculty Unit 9 Level C

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
7	2887	Library Services Spec II	6	2	4	1	5
7	2888	Library Services Spec III	7	1	6	3	4
7	2889	Library Services Spec IV	6	1	5	5	1
		Total (#)	**19**	**4**	**15**	**9**	**10**
		Total (%)		**21.1**	**78.9**	**47.4**	**52.6**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Job Group Analysis

Job Group: P9C1 - Professional Non Faculty Unit 9 Level C - Accountants

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
2	1762	Accountant I	3	2	1	1	2
2	4555	Accountant II	4	1	3	1	3
2	4556	Accountant III	3	1	2	1	2
12	1730	ACCOUNTING TECHNICIAN I	2	2	0	0	2
12	1741	Accounting Technician II	2	1	1	0	2
12	1740	Accounting Technician III	4	0	4	1	3
		Total (#)	**18**	**7**	**11**	**4**	**14**
		Total (%)		**38.9**	**61.1**	**22.2**	**77.8**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Job Group Analysis

Job Group: P9C2 - Professional Non Faculty Unit 9 Level C - Admin Analyst/Spclst

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
2	1038	Admin Analyst/Spclst 12 Mo	189	47	142	111	78
2	1176	Cnfdntl Admin Support 12 Mo	9	2	7	2	7
8	5181	Extended Ed Specialist I	3	0	3	2	1
8	5182	Extended Ed Specialist II	7	2	5	4	3
3	1928	Senior Data Control Technician	2	0	2	0	2
		Total (#)	**210**	**51**	**159**	**119**	**91**
		Total (%)		**24.3**	**75.7**	**56.7**	**43.3**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Job Group Analysis

Job Group: P9C3 - Professional Non Faculty Unit 9 Level C - Info Tech Consultants

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
3	400	Analyst/Programmer 12 Mo	22	17	5	10	12
13	440	Equip Systems Specialist 12 Mo	3	3	0	1	2
3	420	Info Tech Consultant 12 Mo	78	53	25	39	39
3	430	Network Analyst 12 Mo	5	5	0	4	1
3	410	Operating Sys Analyst 12 Mo	16	12	4	12	4
3	5683	Research Technician I	2	0	2	1	1
3	5681	Research Technician II	2	1	1	1	1
		Total (#)	**128**	**91**	**37**	**68**	**60**
		Total (%)		**71.1**	**28.9**	**53.1**	**46.9**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Job Group Analysis

Job Group: S6A - Skilled Crafts Level A

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
14	6707	Lead Building Service Engineer	1	1	0	1	0
		Total (#)	**1**	**1**	**0**	**1**	**0**
		Total (%)		**100.0**	**0.0**	**100.0**	**0.0**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Job Group Analysis

Job Group: S6A1 - Skilled Crafts Level A - Building & Facilities Workers

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
14	6702	Building Service Engineer	10	10	0	5	5
13	6260	Facilities Cntrl Specialist	1	1	0	1	0
13	6940	Facilities Maintenance Mech	2	2	0	1	1
13	6265	Facilities Project Supv	2	2	0	1	1
13	6250	Facilities Worker I	2	2	0	1	1
13	6251	Facilities Worker II	10	10	0	5	5
14	6700	Sprvsng Building Svc Engnr	1	1	0	1	0
		Total (#)	**28**	**28**	**0**	**15**	**13**
		Total (%)		**100.0**	**0.0**	**53.6**	**46.4**

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California State University

Sacramento

Snapshot Date: 10/31/2023

Job Group Analysis

Job Group: S6A2 - Skilled Crafts Level A - Other Skilled Workers

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
13	6270	Auto/Equipment Mechanic	2	2	0	0	2
13	6476	Carpenter	1	1	0	1	0
13	6533	Electrician	5	5	0	4	1
13	6642	Locksmith	1	1	0	1	0
13	6280	Metal Worker I	1	1	0	1	0
13	6526	Painter	2	2	0	0	2
13	6549	Plumber	2	2	0	1	1
13	6534	Sprvsng Electrician	1	1	0	1	0
13	6524	Sprvsng Painter	1	1	0	0	1
13	6547	Sprvsng Plumber	1	1	0	1	0
13	6269	Supervising Auto/Equipmt Mech	1	1	0	0	1
13	6644	Supervising Locksmith	1	1	0	1	0
13	6587	Supervising Metal Worker	1	1	0	1	0
		Total (#)	**20**	**20**	**0**	**12**	**8**
		Total (%)		**100.0**	**0.0**	**60.0**	**40.0**

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Snapshot Date: 10/31/2023

Job Group Analysis

Job Group: T2A - Technical/Paraprofessional Unit 2 Level A

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
10	8148	Medical Assistant	3	0	3	0	3
		Total (#)	**3**	**0**	**3**	**0**	**3**
		Total (%)		**0.0**	**100.0**	**0.0**	**100.0**

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

California State University

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Snapshot Date: 10/31/2023

Job Group Analysis

Job Group: T4C - Technical/Paraprofessional Unit 4 Level C

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
12	2634	Evaluator Trainee	1	0	1	0	1
		Total (#)	**1**	**0**	**1**	**0**	**1**
		Total (%)		**0.0**	**100.0**	**0.0**	**100.0**

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

California State University

Sacramento

Snapshot Date: 10/31/2023

Job Group Analysis

Job Group: T7C - Technical/Paraprofessional Unit 7 Level C

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
4	800	Pub Affairs/Comm Spec 12 Mo	21	9	12	14	7
12	1481	Reprographics Specialist II	1	0	1	0	1
12	1482	Reprographics Specialist III	2	2	0	1	1
		Total (#)	**24**	**11**	**13**	**15**	**9**
		Total (%)		**45.8**	**54.2**	**62.5**	**37.5**

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

California State University

Sacramento

Snapshot Date: 10/31/2023

Job Group Analysis

Job Group: T7D - Technical/Paraprofessional Unit 7 Level D

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
2	4792	Buyer II	2	1	1	0	2
		Total (#)	**2**	**1**	**1**	**0**	**2**
		Total (%)		**50.0**	**50.0**	**0.0**	**100.0**

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

California State University

Sacramento

Snapshot Date: 10/31/2023

Job Group Analysis

Job Group: T9B - Technical/Paraprofessional Unit 9 Level B

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
4	2866	Accompanist II	1	1	0	1	0
10	1513	Athletic Equipment Attendant 2	2	0	2	1	1
12	830	Desktop Pub/Graph Spec 12 Mo	1	1	0	0	1
13	7014	Equip Tech II, Spclized Equip	1	1	0	1	0
13	7023	Equip Tech III, Electronic	2	2	0	1	1
13	7021	Equip Tech III, Mechanical	3	3	0	3	0
4	820	Graphic Designer 12 Mo	8	5	3	6	2
8	1578	Instructional Support Asst II	4	2	2	2	2
8	1579	Instructional Support Asst III	3	2	1	2	1
8	1615	Instructional Support Tech I	1	0	1	0	1
8	1617	Instructional Support Tech II	14	7	7	9	5
8	1619	Instructional Support Tech III	3	2	1	3	0
4	810	Media Prod Spec 12 Mo	10	6	4	6	4
4	840	Performing Arts Tech 12 Mo	3	0	3	2	1
13	6951	Piano Technician II	1	1	0	0	1
		Total (#)	**57**	**33**	**24**	**37**	**20**
		Total (%)		**57.9**	**42.1**	**64.9**	**35.1**

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

California State University

Sacramento

Snapshot Date: 10/31/2023

Job Group Analysis

Job Group: XXA - Interpreters/ Interpret Helpers

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
4	7201	Interpreter II 8/12	1	0	1	0	1
4	7168	Lead Interpreter	2	0	2	0	2
4	7220	Realtime Captioner 8/12	1	0	1	0	1
		Total (#)	**4**	**0**	**4**	**0**	**4**
		Total (%)		**0.0**	**100.0**	**0.0**	**100.0**

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

California State University

Sacramento

Snapshot Date: 10/31/2023

Job Group Analysis

Job Group: XXC - Teacher/ Student Assistants

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
5	2355	Graduate Assistant	48	14	34	20	28
5	2354	Teaching Associate AY	61	32	29	27	34
		Total (#)	**109**	**46**	**63**	**47**	**62**
		Total (%)		**42.2**	**57.8**	**43.1**	**56.9**

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

California State University

Sacramento

Snapshot Date: 10/31/2023

Job Group Analysis Summary

		Total									
Job Group	**EMP**	**M**	**F**	**MIN**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
C0E - Secretarial/Clerical Administrator 1	1	0	1	1	0	0	1	0	0	0	0
C7A - Secretarial/Clerical Unit 7 Level A	11	9	2	5	6	4	1	0	0	0	0
C7A12MO - Secretarial/Clerical Unit 7 Level A - Admin Support	44	9	35	40	4	4	27	5	1	0	3
C7B - Secretarial/Clerical Unit 7 Level B	11	3	8	7	4	0	4	0	0	2	1
C7B12MO - Secretarial/Clerical Unit 7 Level B - Admin Support	165	23	142	97	68	21	42	25	1	2	6
E0A - President	1	1	0	1	0	1	0	0	0	0	0
E0B - Administrator IV	23	13	10	6	17	3	1	1	0	0	1
E0C - Administrator III	51	24	27	24	27	9	6	9	0	0	0
E0D - Administrator II	91	37	54	38	53	11	11	12	1	0	3
E0E - Administrator I	52	20	32	20	32	8	3	9	0	0	0
F3A1 - Faculty Unit 3 Level A - Department Chairs	41	24	17	6	35	0	0	5	1	0	0
F3A2 - Faculty Unit 3 Level A - Instructors	599	277	322	240	359	35	61	128	8	1	7
F3A3 - Faculty Unit 3 Level A - Lecturers	940	425	515	295	645	48	99	116	8	2	22
M5A1 - Service/Maintenance Unit 5 Level A - Custodians	102	73	29	86	16	9	30	43	1	2	1
M7E - Service/Maintenance Unit 7 Level E	16	10	6	9	7	2	5	1	0	0	1
P0D - Professional Non Faculty Administrator II	4	4	0	1	3	1	0	0	0	0	0
P1A - Professional Non Faculty Unit 1 Level A	12	4	8	6	6	0	1	5	0	0	0
P2A - Professional Non Faculty Unit 2 Level A	1	0	1	1	0	1	0	0	0	0	0
P3B - Professional Non Faculty Unit 3 Level B	60	37	23	26	34	7	8	4	0	2	5
P3C - Professional Non Faculty Unit 3 Level C	19	5	14	9	10	1	2	4	0	0	2
P4A - Professional Non Faculty Level A	203	64	139	138	65	25	70	32	2	2	7
P8A - Professional Non Faculty Unit 8 Level A	10	6	4	6	4	0	4	1	0	0	1

California State University

Sacramento

Snapshot Date: 10/31/2023

Job Group Analysis Summary

		Total									
Job Group	**EMP**	**M**	**F**	**MIN**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
P9C - Professional Non Faculty Unit 9 Level C	19	4	15	10	9	1	6	2	0	0	1
P9C1 - Professional Non Faculty Unit 9 Level C - Accountants	18	7	11	14	4	2	2	7	1	0	2
P9C2 - Professional Non Faculty Unit 9 Level C - Admin Analys	210	51	159	91	119	14	40	28	0	1	8
P9C3 - Professional Non Faculty Unit 9 Level C - Info Tech Con	128	91	37	60	68	1	20	34	1	0	4
S6A - Skilled Crafts Level A	1	1	0	0	1	0	0	0	0	0	0
S6A1 - Skilled Crafts Level A - Building & Facilities Workers	28	28	0	13	15	2	7	4	0	0	0
S6A2 - Skilled Crafts Level A - Other Skilled Workers	20	20	0	8	12	1	6	0	0	1	0
T2A - Technical/Paraprofessional Unit 2 Level A	3	0	3	3	0	0	3	0	0	0	0
T4C - Technical/Paraprofessional Unit 4 Level C	1	0	1	1	0	0	1	0	0	0	0
T7C - Technical/Paraprofessional Unit 7 Level C	24	11	13	9	15	2	3	3	0	0	1
T7D - Technical/Paraprofessional Unit 7 Level D	2	1	1	2	0	1	1	0	0	0	0
T9B - Technical/Paraprofessional Unit 9 Level B	57	33	24	20	37	2	9	7	0	0	2
XXA - Interpreters/ Interpret Helpers	4	0	4	4	0	0	2	0	1	1	0
XXC - Teacher/ Student Assistants	109	46	63	62	47	5	21	25	0	0	11
Total (#)	**3,081**	**1,361**	**1,720**	**1,359**	**1,722**	**221**	**497**	**510**	**26**	**16**	**89**
Total (%)		**44.2**	**55.8**	**44.1**	**55.9**	**7.2**	**16.1**	**16.6**	**0.8**	**0.5**	**2.9**

California State University

Sacramento

Snapshot Date: 10/31/2023

ZIP Code Analysis

Data Used: Employee

Included Areas:

County/County Set	Count	Weight	Cut-Off Weight
Sacramento, California	2,291	74.36	82.95
Yolo, California	237	7.69	8.58
Placer, California	234	7.59	8.47
Total:	**2,762**	**89.65**	**100.00**

Excluded Areas:

County/County Set	Count	Weight	Cut-Off Weight
El Dorado, California	89	2.89	0.00
San Joaquin, California	46	1.49	0.00
Solano, California	33	1.07	0.00
Contra Costa, California	21	0.68	0.00
Alameda, California	18	0.58	0.00
Yuba, California	10	0.32	0.00
Butte, California	9	0.29	0.00
Los Angeles, California	8	0.26	0.00
East Central California 50, California	7	0.23	0.00
San Diego, California	5	0.16	0.00
San Francisco, California	5	0.16	0.00
Santa Clara, California	5	0.16	0.00
Stanislaus, California	5	0.16	0.00
Nevada, California	5	0.16	0.00
Kern, California	3	0.10	0.00
San Mateo, California	3	0.10	0.00
Shasta, California	3	0.10	0.00
Montgomery, Maryland	2	0.06	0.00

California State University

Sacramento

Snapshot Date: 10/31/2023

ZIP Code Analysis

Data Used: Employee

Excluded Areas:

County/County Set	Count	Weight	Cut-Off Weight
Ingham, Michigan	2	0.06	0.00
Riverside, California	2	0.06	0.00
Orange, California	2	0.06	0.00
Tulare, California	2	0.06	0.00
Merced, California	2	0.06	0.00
Napa, California	2	0.06	0.00
Marin, California	2	0.06	0.00
Sonoma, California	2	0.06	0.00
Santa Cruz, California	2	0.06	0.00
Colusa+Glenn+Tehama+Trinity, California	2	0.06	0.00
Sutter, California	2	0.06	0.00
New Haven, Connecticut	1	0.03	0.00
Broward, Florida	1	0.03	0.00
Madison, Alabama	1	0.03	0.00
Hinds+Holmes+Yazoo, Mississippi	1	0.03	0.00
Cook, Illinois	1	0.03	0.00
Tangipahoa+Washington, Louisiana	1	0.03	0.00
Craig+Mayes+Nowata, Oklahoma	1	0.03	0.00
Benewah+Latah+Nez Perce, Idaho	1	0.03	0.00
Carson City (city), Nevada	1	0.03	0.00
San Bernardino, California	1	0.03	0.00
Ventura, California	1	0.03	0.00
San Luis Obispo, California	1	0.03	0.00
Fresno, California	1	0.03	0.00
Mariposa+Tuolumne, California	1	0.03	0.00

California State University

Sacramento

Snapshot Date: 10/31/2023

ZIP Code Analysis

Data Used: Employee

Excluded Areas:

County/County Set	Count	Weight	Cut-Off Weight
Lake, California	1	0.03	0.00
Clatsop+Lincoln+Tillamook, Oregon	1	0.03	0.00
Kitsap, Washington	1	0.03	0.00
King, Washington	1	0.03	0.00
Clallam+Jefferson, Washington	1	0.03	0.00
Lewis, Washington	1	0.03	0.00
Total:	**319**	**10.35**	**0.00**
Included and Excluded Total:	**3,081**	**100.00**	**100.00**

California State University

Sacramento

Availability Analysis

Snapshot Date: 10/31/2023

Job Group: C0E - Secretarial/Clerical Administrator 1

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
Local	92.8	38.7	80.00	74.2	31.0	See Zip Code Analysis
Internal Factors						
Feeders	75.7	43.3	20.00	15.1	8.7	Feeders
	Final Availability (%)		**100.00**	**89.3**	**39.7**	

California State University

Sacramento

Availability Analysis

Snapshot Date: 10/31/2023

Job Group: C7A - Secretarial/Clerical Unit 7 Level A

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
Local	65.3	51.9	75.00	48.9	38.9	See Zip Code Analysis
Internal Factors						
Feeders	18.2	45.5	25.00	4.5	11.4	Feeders
	Final Availability (%)		**100.00**	**53.5**	**50.3**	

California State University

Sacramento

Snapshot Date: 10/31/2023

Availability Analysis

Job Group: C7A12MO - Secretarial/Clerical Unit 7 Level A - Admin Support Assistant 12

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
Local	92.8	38.7	75.00	69.6	29.1	See Zip Code Analysis
Internal Factors						
Feeders	18.2	45.5	25.00	4.5	11.4	Feeders
	Final Availability (%)		**100.00**	**74.1**	**40.4**	

California State University

Sacramento

Availability Analysis

Snapshot Date: 10/31/2023

Job Group: C7B - Secretarial/Clerical Unit 7 Level B

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
Local	80.7	49.2	50.00	40.3	24.6	See Zip Code Analysis
Internal Factors						
Feeders	18.2	45.5	50.00	9.1	22.7	Feeders
	Final Availability (%)		**100.00**	**49.4**	**47.3**	

California State University

Sacramento

Snapshot Date: 10/31/2023

Availability Analysis

Job Group: C7B12MO - Secretarial/Clerical Unit 7 Level B - Admin Support Coord 12 Mo

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
Local	92.8	38.7	50.00	46.4	19.4	See Zip Code Analysis
Internal Factors						
Feeders	29.1	49.1	50.00	14.5	24.5	Feeders
	Final Availability (%)		**100.00**	**60.9**	**43.9**	

California State University

Sacramento

Availability Analysis

Snapshot Date: 10/31/2023

Job Group: E0A - President

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
Reasonable	27.4	19.8	90.00	24.7	17.8	National
Internal Factors						
Feeders	43.5	26.1	10.00	4.3	2.6	Feeders
	Final Availability (%)		**100.00**	**29.1**	**20.4**	

California State University

Sacramento

Availability Analysis

Snapshot Date: 10/31/2023

Job Group: E0B - Administrator IV

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
Reasonable	64.8	28.8	80.00	51.8	23.1	National
Internal Factors						
Feeders	53.6	46.5	20.00	10.7	9.3	Feeders
	Final Availability (%)		**100.00**	**62.5**	**32.4**	

California State University

Sacramento

Snapshot Date: 10/31/2023

Availability Analysis

Job Group: E0C - Administrator III

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
Local	64.7	41.7	40.00	25.9	16.7	See Zip Code Analysis
Reasonable	64.8	28.8	50.00	32.4	14.4	National
Internal Factors						
Feeders	59.6	41.4	10.00	6.0	4.1	Feeders
	Final Availability (%)		**100.00**	**64.2**	**35.2**	

California State University

Sacramento

Snapshot Date: 10/31/2023

Availability Analysis

Job Group: E0D - Administrator II

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
Local	64.7	41.7	50.00	32.3	20.8	See Zip Code Analysis
Reasonable	64.8	28.8	30.00	19.4	8.7	National
Internal Factors						
Feeders	61.5	38.5	20.00	12.3	7.7	Feeders
	Final Availability (%)		**100.00**	**64.1**	**37.2**	

California State University

Sacramento

Availability Analysis

Snapshot Date: 10/31/2023

Job Group: E0E - Administrator I

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
Local	64.7	41.7	40.00	25.9	16.7	See Zip Code Analysis
Reasonable	64.8	28.8	40.00	25.9	11.5	National
Internal Factors						
Feeders	72.8	50.2	20.00	14.6	10.0	Feeders
	Final Availability (%)		**100.00**	**66.3**	**38.2**	

California State University

Sacramento

Snapshot Date: 10/31/2023

Availability Analysis

Job Group: F3A1 - Faculty Unit 3 Level A - Department Chairs

	Raw (%)		FACTOR	Weighted (%)		
FACTOR	**FEMALE**	**MINORITY**	**WEIGHT**	**FEMALE**	**MINORITY**	**SOURCE**
External Factors						
Norc Data	46.1	27.2	50.00	23.0	13.6	All Fields - 100.00%
Internal Factors						
Feeders	53.8	40.1	50.00	26.9	20.0	Feeders
	Final Availability (%)		**100.00**	**49.9**	**33.6**	

California State University

Sacramento

Availability Analysis

Snapshot Date: 10/31/2023

Job Group: F3A2 - Faculty Unit 3 Level A - Instructors

	Raw (%)			Weighted (%)		
FACTOR	**FEMALE**	**MINORITY**	**FACTOR WEIGHT**	**FEMALE**	**MINORITY**	**SOURCE**
External Factors						
Norc Data	46.1	27.2	80.00	36.9	21.8	All Fields - 100.00%
Internal Factors						
Feeders	54.8	31.4	20.00	11.0	6.3	Feeders
	Final Availability (%)		**100.00**	**47.8**	**28.0**	

California State University

Sacramento

Snapshot Date: 10/31/2023

Availability Analysis

Job Group: F3A3 - Faculty Unit 3 Level A - Lecturers

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
Norc Data	46.1	27.2	100.00	46.1	27.2	All Fields - 100.00%
Final Availability (%)			**100.00**	**46.1**	**27.2**	

California State University

Sacramento

Availability Analysis

Snapshot Date: 10/31/2023

Job Group: M5A1 - Service/Maintenance Unit 5 Level A - Custodians

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
Local	43.9	68.3	100.00	43.9	68.3	See Zip Code Analysis
Final Availability (%)			**100.00**	**43.9**	**68.3**	

California State University

Sacramento

Availability Analysis

Snapshot Date: 10/31/2023

Job Group: M7E - Service/Maintenance Unit 7 Level E

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
Local	39.4	59.2	90.00	35.5	53.3	See Zip Code Analysis
Internal Factors						
Feeders	37.5	56.3	10.00	3.8	5.6	Feeders
	Final Availability (%)		**100.00**	**39.2**	**58.9**	

California State University

Sacramento

Snapshot Date: 10/31/2023

Availability Analysis

Job Group: P0D - Professional Non Faculty Administrator II

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
Internal Factors						
Feeders	40.0	60.0	100.00	40.0	60.0	Feeders
Final Availability (%)			**100.00**	**40.0**	**60.0**	

California State University

Sacramento

Availability Analysis

Snapshot Date: 10/31/2023

Job Group: P1A - Professional Non Faculty Unit 1 Level A

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
Local	64.9	43.3	50.00	32.4	21.6	See Zip Code Analysis
Reasonable	65.7	31.3	50.00	32.9	15.6	National
	Final Availability (%)		**100.00**	**65.3**	**37.3**	

California State University

Sacramento

Availability Analysis

Snapshot Date: 10/31/2023

Job Group: P2A - Professional Non Faculty Unit 2 Level A

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
Local	79.9	49.2	50.00	39.9	24.6	See Zip Code Analysis
Reasonable	84.7	38.7	50.00	42.4	19.4	National
	Final Availability (%)		**100.00**	**82.3**	**43.9**	

California State University

Sacramento

Availability Analysis

Snapshot Date: 10/31/2023

Job Group: P3B - Professional Non Faculty Unit 3 Level B

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
Local	44.4	29.8	60.00	26.7	17.9	See Zip Code Analysis
Reasonable	41.5	26.9	40.00	16.6	10.8	National
	Final Availability (%)		**100.00**	**43.3**	**28.7**	

California State University

Sacramento

Availability Analysis

Snapshot Date: 10/31/2023

Job Group: P3C - Professional Non Faculty Unit 3 Level C

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
Local	72.7	27.0	70.00	50.9	18.9	See Zip Code Analysis
Reasonable	77.0	21.4	30.00	23.1	6.4	National
	Final Availability (%)		**100.00**	**74.0**	**25.3**	

California State University

Sacramento

Snapshot Date: 10/31/2023

Availability Analysis

Job Group: P4A - Professional Non Faculty Level A

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
Local	72.3	49.8	70.00	50.6	34.9	See Zip Code Analysis
Internal Factors						
Feeders	70.2	67.1	30.00	21.1	20.1	Feeders
	Final Availability (%)		**100.00**	**71.7**	**55.0**	

California State University

Sacramento

Availability Analysis

Snapshot Date: 10/31/2023

Job Group: P8A - Professional Non Faculty Unit 8 Level A

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
Local	14.3	42.4	80.00	11.5	33.9	See Zip Code Analysis
Internal Factors						
Feeders	40.0	60.0	20.00	8.0	12.0	Feeders
	Final Availability (%)		**100.00**	**19.5**	**45.9**	

California State University

Sacramento

Availability Analysis

Snapshot Date: 10/31/2023

Job Group: P9C - Professional Non Faculty Unit 9 Level C

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
Norc Data	46.1	27.2	10.00	4.6	2.7	All Fields - 100.00%
Internal Factors						
Feeders	78.9	52.6	90.00	71.1	47.4	Feeders
	Final Availability (%)		**100.00**	**75.7**	**50.1**	

California State University

Sacramento

Snapshot Date: 10/31/2023

Availability Analysis

Job Group: P9C1 - Professional Non Faculty Unit 9 Level C - Accountants

	Raw (%)			Weighted (%)		
FACTOR	**FEMALE**	**MINORITY**	**FACTOR WEIGHT**	**FEMALE**	**MINORITY**	**SOURCE**
External Factors						
Local	63.8	54.9	10.00	6.4	5.5	See Zip Code Analysis
Internal Factors						
Feeders	58.9	82.2	90.00	53.0	74.0	Feeders
	Final Availability (%)		**100.00**	**59.4**	**79.5**	

California State University

Sacramento

Snapshot Date: 10/31/2023

Availability Analysis

Job Group: P9C2 - Professional Non Faculty Unit 9 Level C - Admin Analyst/Spclst

	Raw (%)			Weighted (%)		
FACTOR	**FEMALE**	**MINORITY**	**FACTOR WEIGHT**	**FEMALE**	**MINORITY**	**SOURCE**
External Factors						
Local	73.3	52.2	40.00	29.3	20.9	See Zip Code Analysis
Internal Factors						
Feeders	78.8	48.0	60.00	47.3	28.8	Feeders
	Final Availability (%)		**100.00**	**76.6**	**49.7**	

California State University

Sacramento

Snapshot Date: 10/31/2023

Availability Analysis

Job Group: P9C3 - Professional Non Faculty Unit 9 Level C - Info Tech Consultants

	Raw (%)			Weighted (%)		
FACTOR	**FEMALE**	**MINORITY**	**FACTOR WEIGHT**	**FEMALE**	**MINORITY**	**SOURCE**
External Factors						
Local	26.3	47.3	50.00	13.2	23.7	See Zip Code Analysis
Internal Factors						
Feeders	28.9	46.9	50.00	14.5	23.4	Feeders
	Final Availability (%)		**100.00**	**27.6**	**47.1**	

California State University

Sacramento

Snapshot Date: 10/31/2023

Availability Analysis

Job Group: S6A - Skilled Crafts Level A

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
Internal Factors						
Feeders	0.0	46.4	100.00	0.0	46.4	Feeders
Final Availability (%)			**100.00**	**0.0**	**46.4**	

California State University

Sacramento

Availability Analysis

Snapshot Date: 10/31/2023

Job Group: S6A1 - Skilled Crafts Level A - Building & Facilities Workers

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
Local	5.0	40.8	40.00	2.0	16.3	See Zip Code Analysis
Internal Factors						
Feeders	0.0	46.4	60.00	0.0	27.9	Feeders
	Final Availability (%)		**100.00**	**2.0**	**44.2**	

California State University

Sacramento

Availability Analysis

Snapshot Date: 10/31/2023

Job Group: S6A2 - Skilled Crafts Level A - Other Skilled Workers

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
Local	2.1	46.3	80.00	1.7	37.0	See Zip Code Analysis
Internal Factors						
Feeders	0.0	40.0	20.00	0.0	8.0	Feeders
	Final Availability (%)		**100.00**	**1.7**	**45.0**	

California State University

Sacramento

Availability Analysis

Snapshot Date: 10/31/2023

Job Group: T2A - Technical/Paraprofessional Unit 2 Level A

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
Local	86.3	55.8	100.00	86.3	55.8	See Zip Code Analysis
Final Availability (%)			**100.00**	**86.3**	**55.8**	

California State University

Sacramento

Availability Analysis

Snapshot Date: 10/31/2023

Job Group: T4C - Technical/Paraprofessional Unit 4 Level C

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
Local	73.1	53.3	40.00	29.3	21.3	See Zip Code Analysis
Internal Factors						
Feeders	100.0	100.0	60.00	60.0	60.0	Feeders
	Final Availability (%)		**100.00**	**89.3**	**81.3**	

California State University

Sacramento

Availability Analysis

Snapshot Date: 10/31/2023

Job Group: T7C - Technical/Paraprofessional Unit 7 Level C

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
Local	68.6	46.9	25.00	17.2	11.7	See Zip Code Analysis
Internal Factors						
Feeders	54.2	37.5	75.00	40.6	28.1	Feeders
	Final Availability (%)		**100.00**	**57.8**	**39.9**	

California State University

Sacramento

Availability Analysis

Snapshot Date: 10/31/2023

Job Group: T7D - Technical/Paraprofessional Unit 7 Level D

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
Local	42.7	58.4	30.00	12.8	17.5	See Zip Code Analysis
Internal Factors						
Feeders	50.0	100.0	70.00	35.0	70.0	Feeders
	Final Availability (%)		**100.00**	**47.8**	**87.5**	

California State University

Sacramento

Snapshot Date: 10/31/2023

Availability Analysis

Job Group: T9B - Technical/Paraprofessional Unit 9 Level B

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
Norc Data	46.1	27.2	100.00	46.1	27.2	All Fields - 100.00%
Final Availability (%)			**100.00**	**46.1**	**27.2**	

California State University

Sacramento

Snapshot Date: 10/31/2023

Availability Analysis

Job Group: XXA - Interpreters/ Interpret Helpers

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
Local	33.8	40.3	80.00	27.0	32.2	See Zip Code Analysis
Internal Factors						
Feeders	100.0	100.0	20.00	20.0	20.0	Feeders
	Final Availability (%)		**100.00**	**47.0**	**52.2**	

California State University

Sacramento

Snapshot Date: 10/31/2023

Availability Analysis

Job Group: XXC - Teacher/ Student Assistants

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
Norc Data	46.1	27.2	100.00	46.1	27.2	All Fields - 100.00%
Final Availability (%)			**100.00**	**46.1**	**27.2**	

California State University

Sacramento

Internal Availability

Snapshot Date: 10/31/2023

AAP: Sacramento

Job Group: C0E - Secretarial/Clerical Administrator 1

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Sacramento	P9C2 - Professional Non	100.00	75.7	43.3	56.7	6.7	19.0	13.3	0.0	0.5	3.8	75.7	43.3	56.7	6.7	19.0	13.3	0.0	0.5	3.8
	Total:	**100.00**										**75.7**	**43.3**	**56.7**	**6.7**	**19.0**	**13.3**	**0.0**	**0.5**	**3.8**

California State University

Sacramento

Internal Availability

Snapshot Date: 10/31/2023

AAP: Sacramento

Job Group: C7A - Secretarial/Clerical Unit 7 Level A

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Sacramento	C7A - Secretarial/Clerica	100.00	18.2	45.5	54.5	36.4	9.1	0.0	0.0	0.0	0.0	18.2	45.5	54.5	36.4	9.1	0.0	0.0	0.0	0.0
	Total:	**100.00**										**18.2**	**45.5**	**54.5**	**36.4**	**9.1**	**0.0**	**0.0**	**0.0**	**0.0**

California State University

Sacramento

Snapshot Date: 10/31/2023

Internal Availability

AAP: Sacramento

Job Group: C7A12MO - Secretarial/Clerical Unit 7 Level A - Admin Support Assistant 12

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Sacramento	C7A - Secretarial/Clerica	100.00	18.2	45.5	54.5	36.4	9.1	0.0	0.0	0.0	0.0	18.2	45.5	54.5	36.4	9.1	0.0	0.0	0.0	0.0
	Total:	**100.00**										**18.2**	**45.5**	**54.5**	**36.4**	**9.1**	**0.0**	**0.0**	**0.0**	**0.0**

California State University

Sacramento

Internal Availability

Snapshot Date: 10/31/2023

AAP: Sacramento

Job Group: C7B - Secretarial/Clerical Unit 7 Level B

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Sacramento	C7A - Secretarial/Clerica	100.00	18.2	45.5	54.5	36.4	9.1	0.0	0.0	0.0	0.0	18.2	45.5	54.5	36.4	9.1	0.0	0.0	0.0	0.0
	Total:	**100.00**										**18.2**	**45.5**	**54.5**	**36.4**	**9.1**	**0.0**	**0.0**	**0.0**	**0.0**

California State University

Sacramento

Snapshot Date: 10/31/2023

Internal Availability

AAP: Sacramento

Job Group: C7B12MO - Secretarial/Clerical Unit 7 Level B - Admin Support Coord 12 Mo

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Sacramento	C7A - Secretarial/Clerica	80.00	18.2	45.5	54.5	36.4	9.1	0.0	0.0	0.0	0.0	14.5	36.4	43.6	29.1	7.3	0.0	0.0	0.0	0.0
Sacramento	C7B - Secretarial/Clerica	20.00	72.7	63.6	36.4	0.0	36.4	0.0	0.0	18.2	9.1	14.5	12.7	7.3	0.0	7.3	0.0	0.0	3.6	1.8
	Total:	**100.00**										**29.1**	**49.1**	**50.9**	**29.1**	**14.5**	**0.0**	**0.0**	**3.6**	**1.8**

California State University

Sacramento

Internal Availability

Snapshot Date: 10/31/2023

AAP: Sacramento
Job Group: E0A - President

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Sacramento	E0B - Administrator IV	100.00	43.5	26.1	73.9	13.0	4.3	4.3	0.0	0.0	4.3	43.5	26.1	73.9	13.0	4.3	4.3	0.0	0.0	4.3
	Total:	**100.00**										**43.5**	**26.1**	**73.9**	**13.0**	**4.3**	**4.3**	**0.0**	**0.0**	**4.3**

California State University

Sacramento

Internal Availability

Snapshot Date: 10/31/2023

AAP: Sacramento
Job Group: E0B - Administrator IV

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Sacramento	E0C - Administrator III	90.00	52.9	47.1	52.9	17.6	11.8	17.6	0.0	0.0	0.0	47.6	42.4	47.6	15.9	10.6	15.9	0.0	0.0	0.0
Sacramento	E0D - Administrator II	10.00	59.3	41.8	58.2	12.1	12.1	13.2	1.1	0.0	3.3	5.9	4.2	5.8	1.2	1.2	1.3	0.1	0.0	0.3
	Total:	**100.00**										**53.6**	**46.5**	**53.5**	**17.1**	**11.8**	**17.2**	**0.1**	**0.0**	**0.3**

California State University

Sacramento

Internal Availability

Snapshot Date: 10/31/2023

AAP: Sacramento
Job Group: E0C - Administrator III

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Sacramento	E0D - Administrator II	90.00	59.3	41.8	58.2	12.1	12.1	13.2	1.1	0.0	3.3	53.4	37.6	52.4	10.9	10.9	11.9	1.0	0.0	3.0
Sacramento	E0E - Administrator I	10.00	61.5	38.5	61.5	15.4	5.8	17.3	0.0	0.0	0.0	6.2	3.8	6.2	1.5	0.6	1.7	0.0	0.0	0.0
	Total:	**100.00**										**59.6**	**41.4**	**58.6**	**12.4**	**11.5**	**13.6**	**1.0**	**0.0**	**3.0**

California State University

Sacramento

Internal Availability

Snapshot Date: 10/31/2023

AAP: Sacramento
Job Group: E0D - Administrator II

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Sacramento	E0E - Administrator I	100.00	61.5	38.5	61.5	15.4	5.8	17.3	0.0	0.0	0.0	61.5	38.5	61.5	15.4	5.8	17.3	0.0	0.0	0.0
	Total:	**100.00**										**61.5**	**38.5**	**61.5**	**15.4**	**5.8**	**17.3**	**0.0**	**0.0**	**0.0**

California State University

Sacramento

Internal Availability

Snapshot Date: 10/31/2023

AAP: Sacramento
Job Group: E0E - Administrator I

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Sacramento	P9C1 - Professional Non	20.00	61.1	77.8	22.2	11.1	11.1	38.9	5.6	0.0	11.1	12.2	15.6	4.4	2.2	2.2	7.8	1.1	0.0	2.2
Sacramento	P9C2 - Professional Non	80.00	75.7	43.3	56.7	6.7	19.0	13.3	0.0	0.5	3.8	60.6	34.7	45.3	5.3	15.2	10.7	0.0	0.4	3.0
	Total:	**100.00**										**72.8**	**50.2**	**49.8**	**7.6**	**17.5**	**18.4**	**1.1**	**0.4**	**5.3**

California State University

Sacramento

Snapshot Date: 10/31/2023

Internal Availability

AAP: Sacramento

Job Group: F3A1 - Faculty Unit 3 Level A - Department Chairs

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Sacramento	F3A2 - Faculty Unit 3 Lev	100.00	53.8	40.1	59.9	5.8	10.2	21.4	1.3	0.2	1.2	53.8	40.1	59.9	5.8	10.2	21.4	1.3	0.2	1.2
	Total:	**100.00**										**53.8**	**40.1**	**59.9**	**5.8**	**10.2**	**21.4**	**1.3**	**0.2**	**1.2**

California State University

Sacramento

Internal Availability

Snapshot Date: 10/31/2023

AAP: Sacramento

Job Group: F3A2 - Faculty Unit 3 Level A - Instructors

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Sacramento	F3A3 - Faculty Unit 3 Lev	100.00	54.8	31.4	68.6	5.1	10.5	12.3	0.9	0.2	2.3	54.8	31.4	68.6	5.1	10.5	12.3	0.9	0.2	2.3
	Total:	**100.00**										**54.8**	**31.4**	**68.6**	**5.1**	**10.5**	**12.3**	**0.9**	**0.2**	**2.3**

California State University

Sacramento

Internal Availability

Snapshot Date: 10/31/2023

AAP: Sacramento

Job Group: M7E - Service/Maintenance Unit 7 Level E

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Sacramento	M7E - Service/Maintenan	100.00	37.5	56.3	43.8	12.5	31.3	6.3	0.0	0.0	6.3	37.5	56.3	43.8	12.5	31.3	6.3	0.0	0.0	6.3
	Total:	**100.00**										**37.5**	**56.3**	**43.8**	**12.5**	**31.3**	**6.3**	**0.0**	**0.0**	**6.3**

California State University

Sacramento

Internal Availability

Snapshot Date: 10/31/2023

AAP: Sacramento

Job Group: P0D - Professional Non Faculty Administrator II

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Sacramento	P8A - Professional Non F	100.00	40.0	60.0	40.0	0.0	40.0	10.0	0.0	0.0	10.0	40.0	60.0	40.0	0.0	40.0	10.0	0.0	0.0	10.0
	Total:	**100.00**										**40.0**	**60.0**	**40.0**	**0.0**	**40.0**	**10.0**	**0.0**	**0.0**	**10.0**

California State University

Sacramento

Snapshot Date: 10/31/2023

Internal Availability

AAP: Sacramento

Job Group: P4A - Professional Non Faculty Level A

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Sacramento	C7B12MO - Secretarial/C	10.00	86.1	58.8	41.2	12.7	25.5	15.2	0.6	1.2	3.6	8.6	5.9	4.1	1.3	2.5	1.5	0.1	0.1	0.4
Sacramento	P4A - Professional Non F	90.00	68.5	68.0	32.0	12.3	34.5	15.8	1.0	1.0	3.4	61.6	61.2	28.8	11.1	31.0	14.2	0.9	0.9	3.1
	Total:	**100.00**										**70.2**	**67.1**	**32.9**	**12.4**	**33.6**	**15.7**	**0.9**	**1.0**	**3.5**

California State University

Sacramento

Internal Availability

Snapshot Date: 10/31/2023

AAP: Sacramento

Job Group: P8A - Professional Non Faculty Unit 8 Level A

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Sacramento	P8A - Professional Non F	100.00	40.0	60.0	40.0	0.0	40.0	10.0	0.0	0.0	10.0	40.0	60.0	40.0	0.0	40.0	10.0	0.0	0.0	10.0
	Total:	**100.00**										**40.0**	**60.0**	**40.0**	**0.0**	**40.0**	**10.0**	**0.0**	**0.0**	**10.0**

California State University

Sacramento

Internal Availability

Snapshot Date: 10/31/2023

AAP: Sacramento

Job Group: P9C - Professional Non Faculty Unit 9 Level C

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Sacramento	P9C - Professional Non	100.00	78.9	52.6	47.4	5.3	31.6	10.5	0.0	0.0	5.3	78.9	52.6	47.4	5.3	31.6	10.5	0.0	0.0	5.3
	Total:	**100.00**										**78.9**	**52.6**	**47.4**	**5.3**	**31.6**	**10.5**	**0.0**	**0.0**	**5.3**

California State University

Sacramento

Snapshot Date: 10/31/2023

Internal Availability

AAP: Sacramento

Job Group: P9C1 - Professional Non Faculty Unit 9 Level C - Accountants

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Sacramento	P9C1 - Professional Non	80.00	61.1	77.8	22.2	11.1	11.1	38.9	5.6	0.0	11.1	48.9	62.2	17.8	8.9	8.9	31.1	4.4	0.0	8.9
Sacramento	T7D - Technical/Paraprof	20.00	50.0	100.0	0.0	50.0	50.0	0.0	0.0	0.0	0.0	10.0	20.0	0.0	10.0	10.0	0.0	0.0	0.0	0.0
	Total:	**100.00**										**58.9**	**82.2**	**17.8**	**18.9**	**18.9**	**31.1**	**4.4**	**0.0**	**8.9**

California State University

Sacramento

Snapshot Date: 10/31/2023

Internal Availability

AAP: Sacramento

Job Group: P9C2 - Professional Non Faculty Unit 9 Level C - Admin Analyst/Spclst

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Sacramento	C7B12MO - Secretarial/C	30.00	86.1	58.8	41.2	12.7	25.5	15.2	0.6	1.2	3.6	25.8	17.6	12.4	3.8	7.6	4.5	0.2	0.4	1.1
Sacramento	P9C2 - Professional Non	70.00	75.7	43.3	56.7	6.7	19.0	13.3	0.0	0.5	3.8	53.0	30.3	39.7	4.7	13.3	9.3	0.0	0.3	2.7
	Total:	**100.00**										**78.8**	**48.0**	**52.0**	**8.5**	**21.0**	**13.9**	**0.2**	**0.7**	**3.8**

California State University

Sacramento

Snapshot Date: 10/31/2023

Internal Availability

AAP: Sacramento

Job Group: P9C3 - Professional Non Faculty Unit 9 Level C - Info Tech Consultants

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Sacramento	P9C3 - Professional Non	100.00	28.9	46.9	53.1	0.8	15.6	26.6	0.8	0.0	3.1	28.9	46.9	53.1	0.8	15.6	26.6	0.8	0.0	3.1
	Total:	**100.00**										**28.9**	**46.9**	**53.1**	**0.8**	**15.6**	**26.6**	**0.8**	**0.0**	**3.1**

California State University

Sacramento

Internal Availability

Snapshot Date: 10/31/2023

AAP: Sacramento
Job Group: S6A - Skilled Crafts Level A

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Sacramento	S6A1 - Skilled Crafts Lev	100.00	0.0	46.4	53.6	7.1	25.0	14.3	0.0	0.0	0.0	0.0	46.4	53.6	7.1	25.0	14.3	0.0	0.0	0.0
	Total:	**100.00**										**0.0**	**46.4**	**53.6**	**7.1**	**25.0**	**14.3**	**0.0**	**0.0**	**0.0**

California State University

Sacramento

Internal Availability

Snapshot Date: 10/31/2023

AAP: Sacramento

Job Group: S6A1 - Skilled Crafts Level A - Building & Facilities Workers

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Sacramento	S6A1 - Skilled Crafts Lev	100.00	0.0	46.4	53.6	7.1	25.0	14.3	0.0	0.0	0.0	0.0	46.4	53.6	7.1	25.0	14.3	0.0	0.0	0.0
	Total:	**100.00**										**0.0**	**46.4**	**53.6**	**7.1**	**25.0**	**14.3**	**0.0**	**0.0**	**0.0**

California State University

Sacramento

Snapshot Date: 10/31/2023

Internal Availability

AAP: Sacramento

Job Group: S6A2 - Skilled Crafts Level A - Other Skilled Workers

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Sacramento	S6A2 - Skilled Crafts Lev	100.00	0.0	40.0	60.0	5.0	30.0	0.0	0.0	5.0	0.0	0.0	40.0	60.0	5.0	30.0	0.0	0.0	5.0	0.0
	Total:	**100.00**										**0.0**	**40.0**	**60.0**	**5.0**	**30.0**	**0.0**	**0.0**	**5.0**	**0.0**

California State University

Sacramento

Internal Availability

Snapshot Date: 10/31/2023

AAP: Sacramento

Job Group: T4C - Technical/Paraprofessional Unit 4 Level C

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Sacramento	T4C - Technical/Paraprof	100.00	100.0	100.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	100.0	100.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0
	Total:	**100.00**										**100.0**	**100.0**	**0.0**	**0.0**	**100.0**	**0.0**	**0.0**	**0.0**	**0.0**

California State University

Sacramento

Internal Availability

Snapshot Date: 10/31/2023

AAP: Sacramento

Job Group: T7C - Technical/Paraprofessional Unit 7 Level C

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Sacramento	T7C - Technical/Paraprof	100.00	54.2	37.5	62.5	8.3	12.5	12.5	0.0	0.0	4.2	54.2	37.5	62.5	8.3	12.5	12.5	0.0	0.0	4.2
	Total:	**100.00**										**54.2**	**37.5**	**62.5**	**8.3**	**12.5**	**12.5**	**0.0**	**0.0**	**4.2**

California State University

Sacramento

Snapshot Date: 10/31/2023

Internal Availability

AAP: Sacramento

Job Group: T7D - Technical/Paraprofessional Unit 7 Level D

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Sacramento	T7D - Technical/Paraprof	100.00	50.0	100.0	0.0	50.0	50.0	0.0	0.0	0.0	0.0	50.0	100.0	0.0	50.0	50.0	0.0	0.0	0.0	0.0
	Total:	**100.00**										**50.0**	**100.0**	**0.0**	**50.0**	**50.0**	**0.0**	**0.0**	**0.0**	**0.0**

California State University

Sacramento

Snapshot Date: 10/31/2023

Internal Availability

AAP: Sacramento

Job Group: XXA - Interpreters/ Interpret Helpers

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Sacramento	XXA - Interpreters/ Interpr	100.00	100.0	100.0	0.0	0.0	50.0	0.0	25.0	25.0	0.0	100.0	100.0	0.0	0.0	50.0	0.0	25.0	25.0	0.0
	Total:	**100.00**										**100.0**	**100.0**	**0.0**	**0.0**	**50.0**	**0.0**	**25.0**	**25.0**	**0.0**

California State University

Sacramento

Snapshot Date: 10/31/2023

Comparison of Incumbency to Availability and Placement Goals

Job Group: C0E - Secretarial/Clerical Administrator 1

Test: Whole Person

Total Employees: 1

	Total	
	FEMALE	**MINORITY**
Employees (#)	1	1
Employees (%)	100.0	100.0
Availability (%) Goal	89.3	39.7
Test: Whole Person	NO	NO
Addt'l Needed to Eliminate Problem Area (#)	0	0

California State University

Sacramento

Snapshot Date: 10/31/2023

Comparison of Incumbency to Availability and Placement Goals

Job Group: C7A - Secretarial/Clerical Unit 7 Level A

Test: Whole Person

Total Employees: 11

	Total	
	FEMALE	**MINORITY**
Employees (#)	2	5
Employees (%)	18.2	45.5
Availability (%) Goal	53.5	50.3
Test: Whole Person	YES	NO
Addt'l Needed to Eliminate Problem Area (#)	3	0

California State University

Sacramento

Snapshot Date: 10/31/2023

Comparison of Incumbency to Availability and Placement Goals

Job Group: C7A12MO - Secretarial/Clerical Unit 7 Level A - Admin Support Assistant 12

Test: Whole Person

Total Employees: 44

	Total	
	FEMALE	**MINORITY**
Employees (#)	35	40
Employees (%)	79.5	90.9
Availability (%) Goal	74.1	40.4
Test: Whole Person	NO	NO
Addt'l Needed to Eliminate Problem Area (#)	0	0

California State University

Sacramento

Snapshot Date: 10/31/2023

Comparison of Incumbency to Availability and Placement Goals

Job Group: C7B - Secretarial/Clerical Unit 7 Level B

Test: Whole Person

Total Employees: 11

	Total	
	FEMALE	**MINORITY**
Employees (#)	8	7
Employees (%)	72.7	63.6
Availability (%) Goal	49.4	47.3
Test: Whole Person	NO	NO
Addt'l Needed to Eliminate Problem Area (#)	0	0

California State University

Sacramento

Snapshot Date: 10/31/2023

Comparison of Incumbency to Availability and Placement Goals

Job Group: C7B12MO - Secretarial/Clerical Unit 7 Level B - Admin Support Coord 12 Mo

Test: Whole Person

Total Employees: 165

	Total	
	FEMALE	**MINORITY**
Employees (#)	142	97
Employees (%)	86.1	58.8
Availability (%) Goal	60.9	43.9
Test: Whole Person	NO	NO
Addt'l Needed to Eliminate Problem Area (#)	0	0

California State University

Sacramento

Snapshot Date: 10/31/2023

Comparison of Incumbency to Availability and Placement Goals

Job Group: E0A - President

Test: Whole Person

Total Employees: 1

	Total	
	FEMALE	**MINORITY**
Employees (#)	0	1
Employees (%)	0.0	100.0
Availability (%) Goal	29.1	20.4
Test: Whole Person	NO	NO
Addt'l Needed to Eliminate Problem Area (#)	0	0

California State University

Sacramento

Snapshot Date: 10/31/2023

Comparison of Incumbency to Availability and Placement Goals

Job Group: E0B - Administrator IV

Test: Whole Person

Total Employees: 23

	Total	
	FEMALE	**MINORITY**
Employees (#)	10	6
Employees (%)	43.5	26.1
Availability (%) Goal	62.5	32.4
Test: Whole Person	YES	YES
Addt'l Needed to Eliminate Problem Area (#)	4	1

California State University

Sacramento

Snapshot Date: 10/31/2023

Comparison of Incumbency to Availability and Placement Goals

Job Group: E0C - Administrator III

Test: Whole Person

Total Employees: 51

	Total	
	FEMALE	**MINORITY**
Employees (#)	27	24
Employees (%)	52.9	47.1
Availability (%) Goal	64.2	35.2
Test: Whole Person	YES	NO
Addt'l Needed to Eliminate Problem Area (#)	5	0

California State University

Sacramento

Snapshot Date: 10/31/2023

Comparison of Incumbency to Availability and Placement Goals

Job Group: E0D - Administrator II

Test: Whole Person

Total Employees: 91

	Total	
	FEMALE	**MINORITY**
Employees (#)	54	38
Employees (%)	59.3	41.8
Availability (%) Goal	64.1	37.2
Test: Whole Person	YES	NO
Addt'l Needed to Eliminate Problem Area (#)	4	0

California State University

Sacramento

Snapshot Date: 10/31/2023

Comparison of Incumbency to Availability and Placement Goals

Job Group: E0E - Administrator I

Test: Whole Person

Total Employees: 52

	Total	
	FEMALE	**MINORITY**
Employees (#)	32	20
Employees (%)	61.5	38.5
Availability (%) Goal	66.3	38.2
Test: Whole Person	YES	NO
Addt'l Needed to Eliminate Problem Area (#)	2	0

California State University

Sacramento

Snapshot Date: 10/31/2023

Comparison of Incumbency to Availability and Placement Goals

Job Group: F3A1 - Faculty Unit 3 Level A - Department Chairs

Test: Whole Person

Total Employees: 41

	Total	
	FEMALE	**MINORITY**
Employees (#)	17	6
Employees (%)	41.5	14.6
Availability (%) Goal	49.9	33.6
Test: Whole Person	YES	YES
Addt'l Needed to Eliminate Problem Area (#)	3	7

California State University

Sacramento

Snapshot Date: 10/31/2023

Comparison of Incumbency to Availability and Placement Goals

Job Group: F3A2 - Faculty Unit 3 Level A - Instructors

Test: Whole Person

Total Employees: 599

	Total	
	FEMALE	**MINORITY**
Employees (#)	322	240
Employees (%)	53.8	40.1
Availability (%) Goal	47.8	28.0
Test: Whole Person	NO	NO
Addt'l Needed to Eliminate Problem Area (#)	0	0

California State University

Sacramento

Snapshot Date: 10/31/2023

Comparison of Incumbency to Availability and Placement Goals

Job Group: F3A3 - Faculty Unit 3 Level A - Lecturers

Test: Whole Person

Total Employees: 940

	Total	
	FEMALE	**MINORITY**
Employees (#)	515	295
Employees (%)	54.8	31.4
Availability (%) Goal	46.1	27.2
Test: Whole Person	NO	NO
Addt'l Needed to Eliminate Problem Area (#)	0	0

California State University

Sacramento

Snapshot Date: 10/31/2023

Comparison of Incumbency to Availability and Placement Goals

Job Group: M5A1 - Service/Maintenance Unit 5 Level A - Custodians

Test: Whole Person

Total Employees: 102

	Total	
	FEMALE	**MINORITY**
Employees (#)	29	86
Employees (%)	28.4	84.3
Availability (%) Goal	43.9	68.3
Test: Whole Person	YES	NO
Addt'l Needed to Eliminate Problem Area (#)	15	0

California State University

Sacramento

Snapshot Date: 10/31/2023

Comparison of Incumbency to Availability and Placement Goals

Job Group: M7E - Service/Maintenance Unit 7 Level E

Test: Whole Person

Total Employees: 16

	Total	
	FEMALE	**MINORITY**
Employees (#)	6	9
Employees (%)	37.5	56.3
Availability (%) Goal	39.2	58.9
Test: Whole Person	NO	NO
Addt'l Needed to Eliminate Problem Area (#)	0	0

California State University

Sacramento

Snapshot Date: 10/31/2023

Comparison of Incumbency to Availability and Placement Goals

Job Group: P0D - Professional Non Faculty Administrator II

Test: Whole Person

Total Employees: 4

	Total	
	FEMALE	**MINORITY**
Employees (#)	0	1
Employees (%)	0.0	25.0
Availability (%) Goal	40.0	60.0
Test: Whole Person	YES	YES
Addt'l Needed to Eliminate Problem Area (#)	1	1

California State University

Sacramento

Snapshot Date: 10/31/2023

Comparison of Incumbency to Availability and Placement Goals

Job Group: P1A - Professional Non Faculty Unit 1 Level A

Test: Whole Person

Total Employees: 12

	Total	
	FEMALE	**MINORITY**
Employees (#)	8	6
Employees (%)	66.7	50.0
Availability (%) Goal	65.3	37.3
Test: Whole Person	NO	NO
Addt'l Needed to Eliminate Problem Area (#)	0	0

California State University

Sacramento

Snapshot Date: 10/31/2023

Comparison of Incumbency to Availability and Placement Goals

Job Group: P2A - Professional Non Faculty Unit 2 Level A

Test: Whole Person

Total Employees: 1

	Total	
	FEMALE	**MINORITY**
Employees (#)	1	1
Employees (%)	100.0	100.0
Availability (%) Goal	82.3	43.9
Test: Whole Person	NO	NO
Addt'l Needed to Eliminate Problem Area (#)	0	0

California State University

Sacramento

Snapshot Date: 10/31/2023

Comparison of Incumbency to Availability and Placement Goals

Job Group: P3B - Professional Non Faculty Unit 3 Level B

Test: Whole Person

Total Employees: 60

	Total	
	FEMALE	**MINORITY**
Employees (#)	23	26
Employees (%)	38.3	43.3
Availability (%) Goal	43.3	28.7
Test: Whole Person	YES	NO
Addt'l Needed to Eliminate Problem Area (#)	2	0

California State University

Sacramento

Snapshot Date: 10/31/2023

Comparison of Incumbency to Availability and Placement Goals

Job Group: P3C - Professional Non Faculty Unit 3 Level C

Test: Whole Person

Total Employees: 19

	Total	
	FEMALE	**MINORITY**
Employees (#)	14	9
Employees (%)	73.7	47.4
Availability (%) Goal	74.0	25.3
Test: Whole Person	NO	NO
Addt'l Needed to Eliminate Problem Area (#)	0	0

California State University

Sacramento

Snapshot Date: 10/31/2023

Comparison of Incumbency to Availability and Placement Goals

Job Group: P4A - Professional Non Faculty Level A

Test: Whole Person

Total Employees: 203

	Total	
	FEMALE	**MINORITY**
Employees (#)	139	138
Employees (%)	68.5	68.0
Availability (%) Goal	71.7	55.0
Test: Whole Person	YES	NO
Addt'l Needed to Eliminate Problem Area (#)	6	0

California State University

Sacramento

Snapshot Date: 10/31/2023

Comparison of Incumbency to Availability and Placement Goals

Job Group: P8A - Professional Non Faculty Unit 8 Level A

Test: Whole Person

Total Employees: 10

	Total	
	FEMALE	**MINORITY**
Employees (#)	4	6
Employees (%)	40.0	60.0
Availability (%) Goal	19.5	45.9
Test: Whole Person	NO	NO
Addt'l Needed to Eliminate Problem Area (#)	0	0

California State University

Sacramento

Snapshot Date: 10/31/2023

Comparison of Incumbency to Availability and Placement Goals

Job Group: P9C - Professional Non Faculty Unit 9 Level C

Test: Whole Person

Total Employees: 19

	Total	
	FEMALE	**MINORITY**
Employees (#)	15	10
Employees (%)	78.9	52.6
Availability (%) Goal	75.7	50.1
Test: Whole Person	NO	NO
Addt'l Needed to Eliminate Problem Area (#)	0	0

California State University

Sacramento

Snapshot Date: 10/31/2023

Comparison of Incumbency to Availability and Placement Goals

Job Group: P9C1 - Professional Non Faculty Unit 9 Level C - Accountants

Test: Whole Person

Total Employees: 18

	Total	
	FEMALE	**MINORITY**
Employees (#)	11	14
Employees (%)	61.1	77.8
Availability (%) Goal	59.4	79.5
Test: Whole Person	NO	NO
Addt'l Needed to Eliminate Problem Area (#)	0	0

California State University

Sacramento

Snapshot Date: 10/31/2023

Comparison of Incumbency to Availability and Placement Goals

Job Group: P9C2 - Professional Non Faculty Unit 9 Level C - Admin Analyst/Spclst

Test: Whole Person

Total Employees: 210

	Total	
	FEMALE	**MINORITY**
Employees (#)	159	91
Employees (%)	75.7	43.3
Availability (%) Goal	76.6	49.7
Test: Whole Person	YES	YES
Addt'l Needed to Eliminate Problem Area (#)	1	13

California State University

Sacramento

Snapshot Date: 10/31/2023

Comparison of Incumbency to Availability and Placement Goals

Job Group: P9C3 - Professional Non Faculty Unit 9 Level C - Info Tech Consultants

Test: Whole Person

Total Employees: 128

	Total	
	FEMALE	**MINORITY**
Employees (#)	37	60
Employees (%)	28.9	46.9
Availability (%) Goal	27.6	47.1
Test: Whole Person	NO	NO
Addt'l Needed to Eliminate Problem Area (#)	0	0

California State University

Sacramento

Snapshot Date: 10/31/2023

Comparison of Incumbency to Availability and Placement Goals

Job Group: S6A - Skilled Crafts Level A

Test: Whole Person

Total Employees: 1

	Total	
	FEMALE	**MINORITY**
Employees (#)	0	0
Employees (%)	0.0	0.0
Availability (%) Goal	0.0	46.4
Test: Whole Person	NO	NO
Addt'l Needed to Eliminate Problem Area (#)	0	0

California State University

Sacramento

Snapshot Date: 10/31/2023

Comparison of Incumbency to Availability and Placement Goals

Job Group: S6A1 - Skilled Crafts Level A - Building & Facilities Workers

Test: Whole Person

Total Employees: 28

	Total	
	FEMALE	**MINORITY**
Employees (#)	0	13
Employees (%)	0.0	46.4
Availability (%) Goal	2.0	44.2
Test: Whole Person	NO	NO
Addt'l Needed to Eliminate Problem Area (#)	0	0

California State University

Sacramento

Snapshot Date: 10/31/2023

Comparison of Incumbency to Availability and Placement Goals

Job Group: S6A2 - Skilled Crafts Level A - Other Skilled Workers

Test: Whole Person

Total Employees: 20

	Total	
	FEMALE	**MINORITY**
Employees (#)	0	8
Employees (%)	0.0	40.0
Availability (%) Goal	1.7	45.0
Test: Whole Person	NO	YES
Addt'l Needed to Eliminate Problem Area (#)	0	1

California State University

Sacramento

Snapshot Date: 10/31/2023

Comparison of Incumbency to Availability and Placement Goals

Job Group: T2A - Technical/Paraprofessional Unit 2 Level A

Test: Whole Person

Total Employees: 3

	Total	
	FEMALE	**MINORITY**
Employees (#)	3	3
Employees (%)	100.0	100.0
Availability (%) Goal	86.3	55.8
Test: Whole Person	NO	NO
Addt'l Needed to Eliminate Problem Area (#)	0	0

California State University

Sacramento

Snapshot Date: 10/31/2023

Comparison of Incumbency to Availability and Placement Goals

Job Group: T4C - Technical/Paraprofessional Unit 4 Level C

Test: Whole Person

Total Employees: 1

	Total	
	FEMALE	**MINORITY**
Employees (#)	1	1
Employees (%)	100.0	100.0
Availability (%) Goal	89.3	81.3
Test: Whole Person	NO	NO
Addt'l Needed to Eliminate Problem Area (#)	0	0

California State University

Sacramento

Snapshot Date: 10/31/2023

Comparison of Incumbency to Availability and Placement Goals

Job Group: T7C - Technical/Paraprofessional Unit 7 Level C

Test: Whole Person

Total Employees: 24

	Total	
	FEMALE	**MINORITY**
Employees (#)	13	9
Employees (%)	54.2	37.5
Availability (%) Goal	57.8	39.9
Test: Whole Person	NO	NO
Addt'l Needed to Eliminate Problem Area (#)	0	0

California State University

Sacramento

Snapshot Date: 10/31/2023

Comparison of Incumbency to Availability and Placement Goals

Job Group: T7D - Technical/Paraprofessional Unit 7 Level D

Test: Whole Person

Total Employees: 2

	Total	
	FEMALE	**MINORITY**
Employees (#)	1	2
Employees (%)	50.0	100.0
Availability (%) Goal	47.8	87.5
Test: Whole Person	NO	NO
Addt'l Needed to Eliminate Problem Area (#)	0	0

California State University

Sacramento

Snapshot Date: 10/31/2023

Comparison of Incumbency to Availability and Placement Goals

Job Group: T9B - Technical/Paraprofessional Unit 9 Level B

Test: Whole Person

Total Employees: 57

	Total	
	FEMALE	**MINORITY**
Employees (#)	24	20
Employees (%)	42.1	35.1
Availability (%) Goal	46.1	27.2
Test: Whole Person	YES	NO
Addt'l Needed to Eliminate Problem Area (#)	2	0

California State University

Sacramento

Snapshot Date: 10/31/2023

Comparison of Incumbency to Availability and Placement Goals

Job Group: XXA - Interpreters/ Interpret Helpers

Test: Whole Person

Total Employees: 4

	Total	
	FEMALE	**MINORITY**
Employees (#)	4	4
Employees (%)	100.0	100.0
Availability (%) Goal	47.0	52.2
Test: Whole Person	NO	NO
Addt'l Needed to Eliminate Problem Area (#)	0	0

California State University

Sacramento

Snapshot Date: 10/31/2023

Comparison of Incumbency to Availability and Placement Goals

Job Group: XXC - Teacher/ Student Assistants

Test: Whole Person

Total Employees: 109

	Total	
	FEMALE	**MINORITY**
Employees (#)	63	62
Employees (%)	57.8	56.9
Availability (%) Goal	46.1	27.2
Test: Whole Person	NO	NO
Addt'l Needed to Eliminate Problem Area (#)	0	0

California State University

Sacramento

Goals Progress

Job Group	Representation as of Previous AAP				Goal/Availability from Previous AAP	Placements*			Achieved?
	Total Employees	Gender/Race Groups	#	%		Total Placements	#	%	
C7A - Secretarial/Clerical Unit 7 Level A	11	Females	2	18.2%	54.4%	5	3	60.0%	YES
		Minority	6	54.5%			3	60.0%	
E0B - Administrator IV	23	Females	9	39.1%	61.8%	9	3	33.3%	NO
		Minority	6	26.1%	31.6%		2	22.2%	NO
E0C - Administrator III	51	Females	25	49.0%	64.3%	18	10	55.6%	NO
		Minority	22	43.1%			7	38.9%	
E0D - Administrator II	92	Females	55	59.8%	63.7%	20	13	65.0%	YES
		Minority	34	37.0%	40.3%		15	75.0%	YES
E0E - Administrator I	52	Females	31	59.6%	67.2%	17	12	70.6%	YES
		Minority	28	53.8%			4	23.5%	
F3A1 - Faculty Unit 3 Level A - Department Chairs	38	Females	15	39.5%	58.5%	15	7	46.7%	NO
		Minority	7	18.4%	36.6%		1	6.7%	NO
F3A3 - Faculty Unit 3 Level A - Lecturers	948	Females	508	53.6%		1053	613	58.2%	
		Minority	279	29.4%	33.6%		375	35.6%	YES
M5A1 - Service/Maintenance Unit 5 Level A - Custodians	109	Females	29	26.6%	43.2%	27	6	22.2%	NO
		Minority	87	79.8%			21	77.8%	
P0D - Professional Non Faculty Administrator II	4	Females	0	0.0%	46.2%	0	0	0.0%	NO
		Minority	1	25.0%	61.5%		0	0.0%	NO
P3B - Professional Non Faculty Unit 3 Level B	52	Females	16	30.8%	43.9%	65	27	41.5%	NO
		Minority	18	34.6%			30	46.2%	

* Placements consist of hires and promotions into the target job group from 11/01/2022 to 10/31/2023

California State University

Sacramento

Goals Progress

Job Group	Representation as of Previous AAP				Goal/Availability from Previous AAP	Placements*			Achieved?
	Total Employees	Gender/Race Groups	#	%		Total Placements	#	%	
P9C2 - Professional Non Faculty Unit 9 Level C - Admin Analyst/Spclst	206	Females	161	78.2%		74	56	75.7%	
		Minority	92	44.7%	50.4%		39	52.7%	YES
T9B - Technical/Paraprofessional Unit 9 Level B	61	Females	24	39.3%		11	4	36.4%	
		Minority	24	39.3%	41.5%		4	36.4%	NO
XXC - Teacher/ Student Assistants	108	Females	66	61.1%	79.8%	0	0	0.0%	NO
		Minority	53	49.1%			0	0.0%	

* Placements consist of hires and promotions into the target job group from 11/01/2022 to 10/31/2023

California State University

Sacramento

Snapshot Date: 10/31/2023

Personnel Transactions Summary

Job Group: C0E - Secretarial/Clerical Administrator 1

Transaction Dates: 11/01/2022 To 10/31/2023

	Applicants				*Hires*			*Terminations (I)*			*Terminations (V)*		
	Males	**Females**	**UNKNOWN (GENDER)**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	1	4	2	7	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	1	0	1	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	1	1	0	0	0	0	1	1
Asian	2	2	0	4	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	1	0	1	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	1	2	0	3	0	0	0	0	0	0	0	0	0
Unknown (Race)	1	2	1	4									
Total	5	12	3	20	0	1	1	0	0	0	0	1	1
Total Minority	3	6	0	9	0	1	1	0	0	0	0	1	1

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

California State University

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Snapshot Date: 10/31/2023

Personnel Transactions Summary

Job Group: C7A - Secretarial/Clerical Unit 7 Level A

Transaction Dates: 11/01/2022 To 10/31/2023

	Applicants				*Hires*			*Terminations (I)*			*Terminations (V)*		
	Males	**Females**	**UNKNOWN (GENDER)**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	37	29	19	85	1	1	2	0	0	0	0	0	0
Afr. Amer.	13	9	0	22	1	0	1	0	0	0	0	0	0
Hispanic	0	0	0	0	0	2	2	0	0	0	0	1	1
Asian	23	17	1	41	0	0	0	0	0	0	0	0	0
Nat. Amer.	4	6	2	12	0	0	0	0	0	0	0	0	0
NHOPI	4	1	0	5	0	0	0	0	0	0	0	0	0
Two or More	5	9	0	14	0	0	0	0	0	0	0	0	0
Unknown (Race)	13	20	1	34									
Total	99	91	23	213	2	3	5	0	0	0	0	1	1
Total Minority	49	42	3	94	1	2	3	0	0	0	0	1	1

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

California State University

Sacramento

Snapshot Date: 10/31/2023

Personnel Transactions Summary

Job Group: C7A12MO - Secretarial/Clerical Unit 7 Level A - Admin Support Assistant 12

Transaction Dates: 11/01/2022 To 10/31/2023

	Applicants				*Hires*			*Terminations (I)*			*Terminations (V)*		
	Males	**Females**	**UNKNOWN (GENDER)**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	51	112	12	175	0	1	1	0	0	0	0	1	1
Afr. Amer.	15	32	0	47	0	3	3	0	0	0	0	0	0
Hispanic	0	0	0	0	6	15	21	0	0	0	0	1	1
Asian	54	56	3	113	1	3	4	0	0	0	0	0	0
Nat. Amer.	6	9	0	15	0	1	1	0	0	0	0	0	0
NHOPI	4	3	0	7	0	0	0	0	0	0	0	0	0
Two or More	8	30	0	38	0	1	1	0	0	0	0	0	0
Unknown (Race)	22	48	11	81									
Total	160	290	26	476	7	24	31	0	0	0	0	2	2
Total Minority	87	130	3	220	7	23	30	0	0	0	0	1	1

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

California State University

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Snapshot Date: 10/31/2023

Personnel Transactions Summary

Job Group: C7B - Secretarial/Clerical Unit 7 Level B

Transaction Dates: 11/01/2022 To 10/31/2023

	Applicants				*Hires*			*Terminations (I)*			*Terminations (V)*		
	Males	**Females**	**UNKNOWN (GENDER)**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	13	21	0	34	0	0	0	0	0	0	0	2	2
Afr. Amer.	3	9	0	12	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	2	2	0	0	0	0	0	0
Asian	12	15	0	27	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	3	0	3	0	0	0	0	0	0	0	0	0
NHOPI	1	1	0	2	0	1	1	0	0	0	0	0	0
Two or More	1	8	0	9	0	0	0	0	0	0	0	0	0
Unknown (Race)	5	11	5	21									
Total	35	68	5	108	0	3	3	0	0	0	0	2	2
Total Minority	17	36	0	53	0	3	3	0	0	0	0	0	0

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

California State University

Sacramento

Snapshot Date: 10/31/2023

Personnel Transactions Summary

Job Group: C7B12MO - Secretarial/Clerical Unit 7 Level B - Admin Support Coord 12 Mo

Transaction Dates: 11/01/2022 To 10/31/2023

	Applicants				*Hires*			*Terminations (I)*			*Terminations (V)*		
	Males	**Females**	**UNKNOWN (GENDER)**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	224	591	33	848	5	17	22	0	0	0	0	3	3
Afr. Amer.	63	143	1	207	0	5	5	0	0	0	0	1	1
Hispanic	0	0	0	0	5	17	22	0	0	0	1	6	7
Asian	141	246	11	398	0	7	7	0	0	0	0	3	3
Nat. Amer.	19	36	2	57	0	0	0	0	0	0	0	0	0
NHOPI	15	14	1	30	0	1	1	0	0	0	0	0	0
Two or More	26	88	3	117	1	1	2	0	0	0	1	2	3
Unknown (Race)	58	167	55	280									
Total	546	1285	106	1937	11	48	59	0	0	0	2	15	17
Total Minority	264	527	18	809	6	31	37	0	0	0	2	12	14

	Promotions From			*Promotions Into*			*Promotions Within*		
	Males	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	2	7	9	1	1	2	0	3	3
Afr. Amer.	0	1	1	0	1	1	0	1	1
Hispanic	1	8	9	0	3	3	0	2	2
Asian	1	0	1	0	3	3	0	2	2
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	1	0	1	0	0	0	0	0	0
Total	5	16	21	1	8	9	0	8	8
Total Minority	3	9	12	0	7	7	0	5	5

California State University

Sacramento

Snapshot Date: 10/31/2023

Personnel Transactions Summary

Job Group: E0A - President

Transaction Dates: 11/01/2022 To 10/31/2023

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

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

California State University

Sacramento

Snapshot Date: 10/31/2023

Personnel Transactions Summary

Job Group: E0B - Administrator IV

Transaction Dates: 11/01/2022 To 10/31/2023

	Applicants				*Hires*			*Terminations (I)*			*Terminations (V)*		
	Males	**Females**	**UNKNOWN (GENDER)**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	28	18	1	47	6	1	7	0	0	0	4	1	5
Afr. Amer.	8	7	0	15	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	1	1
Asian	9	5	0	14	0	0	0	0	0	0	0	0	0
Nat. Amer.	1	1	0	2	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	4	1	0	5	0	0	0	0	0	0	0	0	0
Unknown (Race)	6	4	4	14									
Total	56	36	5	97	6	1	7	0	0	0	4	2	6
Total Minority	22	14	0	36	0	0	0	0	0	0	0	1	1

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

California State University

Sacramento

Snapshot Date: 10/31/2023

Personnel Transactions Summary

Job Group: E0C - Administrator III

Transaction Dates: 11/01/2022 To 10/31/2023

	Applicants				*Hires*			*Terminations (I)*			*Terminations (V)*		
	Males	**Females**	**UNKNOWN (GENDER)**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	164	94	2	260	4	5	9	0	1	1	6	1	7
Afr. Amer.	52	30	1	83	0	0	0	0	0	0	0	1	1
Hispanic	0	0	0	0	2	0	2	0	0	0	0	0	0
Asian	72	32	0	104	1	0	1	0	0	0	1	0	1
Nat. Amer.	3	1	0	4	0	0	0	0	0	0	0	0	0
NHOPI	5	2	0	7	0	0	0	0	0	0	0	0	0
Two or More	13	10	0	23	0	0	0	0	0	0	1	0	1
Unknown (Race)	32	19	24	75									
Total	341	188	27	556	7	5	12	0	1	1	8	2	10
Total Minority	145	75	1	221	3	0	3	0	0	0	2	1	3

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

California State University

Sacramento

Snapshot Date: 10/31/2023

Personnel Transactions Summary

Job Group: E0D - Administrator II

Transaction Dates: 11/01/2022 To 10/31/2023

	Applicants				*Hires*			*Terminations (I)*			*Terminations (V)*		
	Males	**Females**	**UNKNOWN (GENDER)**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	147	108	9	264	3	1	4	0	0	0	1	5	6
Afr. Amer.	36	31	2	69	1	0	1	0	0	0	1	1	2
Hispanic	0	0	0	0	2	1	3	0	0	0	2	2	4
Asian	41	38	0	79	0	3	3	0	0	0	0	1	1
Nat. Amer.	2	0	0	2	0	0	0	0	0	0	0	0	0
NHOPI	3	1	0	4	0	0	0	0	0	0	0	0	0
Two or More	14	18	1	33	0	1	1	0	0	0	0	0	0
Unknown (Race)	21	23	16	60									
Total	264	219	28	511	6	6	12	0	0	0	4	9	13
Total Minority	96	88	3	187	3	5	8	0	0	0	3	4	7

	Promotions From			*Promotions Into*			*Promotions Within*		
	Males	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	1	0	1	0	1	1	1	1	2
Afr. Amer.	0	0	0	0	2	2	0	0	0
Hispanic	0	1	1	0	2	2	0	0	0
Asian	0	1	1	1	2	3	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	1	2	3	1	7	8	1	1	2
Total Minority	0	2	2	1	6	7	0	0	0

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Snapshot Date: 10/31/2023

Personnel Transactions Summary

Job Group: E0E - Administrator I

Transaction Dates: 11/01/2022 To 10/31/2023

	Applicants				*Hires*			*Terminations (I)*			*Terminations (V)*		
	Males	**Females**	**UNKNOWN (GENDER)**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	65	85	5	155	1	5	6	0	0	0	1	2	3
Afr. Amer.	19	22	0	41	1	0	1	0	0	0	0	2	2
Hispanic	0	0	0	0	0	0	0	0	0	0	3	1	4
Asian	31	30	0	61	1	0	1	0	0	0	1	0	1
Nat. Amer.	4	4	0	8	0	0	0	0	0	0	0	0	0
NHOPI	3	1	0	4	0	0	0	0	0	0	0	1	1
Two or More	5	11	0	16	0	0	0	0	0	0	0	0	0
Unknown (Race)	14	28	5	47									
Total	141	181	10	332	3	5	8	0	0	0	5	6	11
Total Minority	62	68	0	130	2	0	2	0	0	0	4	4	8

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

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Snapshot Date: 10/31/2023

Personnel Transactions Summary

Job Group: F3A1 - Faculty Unit 3 Level A - Department Chairs

Transaction Dates: 11/01/2022 To 10/31/2023

	Applicants				*Hires*			*Terminations (I)*			*Terminations (V)*		
	Males	**Females**	**UNKNOWN (GENDER)**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	0	0	0	0	8	6	14	0	0	0	9	4	13
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	1	1	0	0	0	2	3	5
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	1	1
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	0	0	0	0	8	7	15	0	0	0	11	8	19
Total Minority	0	0	0	0	0	1	1	0	0	0	2	4	6

	Promotions From			*Promotions Into*			*Promotions Within*		
	Males	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	0	0	0	0	0	0	2	1	3
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	1	0	1
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	3	1	4
Total Minority	0	0	0	0	0	0	1	0	1

California State University

Sacramento

Snapshot Date: 10/31/2023

Personnel Transactions Summary

Job Group: F3A2 - Faculty Unit 3 Level A - Instructors

Transaction Dates: 11/01/2022 To 10/31/2023

	Applicants				*Hires*			*Terminations (I)*			*Terminations (V)*		
	Males	**Females**	**UNKNOWN (GENDER)**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	587	344	20	951	18	30	48	0	0	0	23	18	41
Afr. Amer.	77	41	5	123	2	1	3	0	0	0	2	2	4
Hispanic	0	0	0	0	4	6	10	0	0	0	2	4	6
Asian	655	402	13	1070	7	12	19	0	0	0	4	4	8
Nat. Amer.	4	8	0	12	0	0	0	0	0	0	1	0	1
NHOPI	1	0	0	1	0	0	0	0	0	0	0	0	0
Two or More	33	27	5	65	0	1	1	0	0	0	0	0	0
Unknown (Race)	95	68	94	257									
Total	1452	890	137	2479	31	50	81	0	0	0	32	28	60
Total Minority	770	478	23	1271	13	20	33	0	0	0	9	10	19

	Promotions From			*Promotions Into*			*Promotions Within*		
	Males	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	0	1	1	0	0	0	7	19	26
Afr. Amer.	0	1	1	0	0	0	2	2	4
Hispanic	0	0	0	0	0	0	0	2	2
Asian	0	1	1	0	0	0	2	2	4
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	1	1
Total	0	3	3	0	0	0	11	26	37
Total Minority	0	2	2	0	0	0	4	7	11

California State University

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Snapshot Date: 10/31/2023

Personnel Transactions Summary

Job Group: F3A3 - Faculty Unit 3 Level A - Lecturers

Transaction Dates: 11/01/2022 To 10/31/2023

	Applicants				*Hires*			*Terminations (I)*			*Terminations (V)*		
	Males	**Females**	**UNKNOWN (GENDER)**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	446	555	15	1016	274	404	678	0	0	0	143	166	309
Afr. Amer.	81	84	1	166	34	32	66	0	0	0	19	19	38
Hispanic	0	0	0	0	57	80	137	0	0	0	24	39	63
Asian	166	225	2	393	60	79	139	0	0	0	32	38	70
Nat. Amer.	16	17	1	34	1	6	7	0	0	0	1	4	5
NHOPI	1	6	0	7	1	1	2	0	0	0	1	1	2
Two or More	53	46	1	100	13	11	24	0	0	0	5	7	12
Unknown (Race)	92	129	100	321									
Total	855	1062	120	2037	440	613	1053	0	0	0	225	274	499
Total Minority	317	378	5	700	166	209	375	0	0	0	82	108	190

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

California State University

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Snapshot Date: 10/31/2023

Personnel Transactions Summary

Job Group: F3A4 - Faculty Unit 3 Level A - Other

Transaction Dates: 11/01/2022 To 10/31/2023

	Applicants				*Hires*			*Terminations (I)*			*Terminations (V)*		
	Males	**Females**	**UNKNOWN (GENDER)**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	0	0	67	67	64	126	190	0	0	0	64	127	191
Afr. Amer.	0	0	0	0	9	9	18	0	0	0	10	10	20
Hispanic	0	0	0	0	8	25	33	0	0	0	8	25	33
Asian	0	0	0	0	40	70	110	0	0	0	40	71	111
Nat. Amer.	0	0	0	0	4	3	7	0	0	0	4	3	7
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	1	1	2	0	0	0	2	1	3
Unknown (Race)	0	0	0	0									
Total	0	0	67	67	126	234	360	0	0	0	128	237	365
Total Minority	0	0	0	0	62	108	170	0	0	0	64	110	174

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

California State University

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Snapshot Date: 10/31/2023

Personnel Transactions Summary

Job Group: M5A1 - Service/Maintenance Unit 5 Level A - Custodians

Transaction Dates: 11/01/2022 To 10/31/2023

	Applicants				*Hires*			*Terminations (I)*			*Terminations (V)*		
	Males	**Females**	**UNKNOWN (GENDER)**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	74	25	38	137	5	1	6	0	0	0	4	1	5
Afr. Amer.	48	13	0	61	5	0	5	1	0	1	2	0	2
Hispanic	0	0	0	0	6	4	10	0	0	0	3	2	5
Asian	34	11	0	45	5	1	6	0	0	0	3	2	5
Nat. Amer.	14	6	0	20	0	0	0	0	0	0	0	0	0
NHOPI	11	3	0	14	0	0	0	0	0	0	0	0	0
Two or More	10	2	0	12	0	0	0	0	0	0	1	0	1
Unknown (Race)	60	21	9	90									
Total	251	81	47	379	21	6	27	1	0	1	13	5	18
Total Minority	117	35	0	152	16	5	21	1	0	1	9	4	13

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

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Snapshot Date: 10/31/2023

Personnel Transactions Summary

Job Group: M7E - Service/Maintenance Unit 7 Level E

Transaction Dates: 11/01/2022 To 10/31/2023

	Applicants				*Hires*			*Terminations (I)*			*Terminations (V)*		
	Males	**Females**	**UNKNOWN (GENDER)**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	22	21	3	46	0	1	1	0	0	0	0	1	1
Afr. Amer.	12	8	0	20	1	0	1	0	0	0	0	0	0
Hispanic	0	0	0	0	1	2	3	0	0	0	1	1	2
Asian	14	3	0	17	1	0	1	0	0	0	1	0	1
Nat. Amer.	0	0	1	1	0	0	0	0	0	0	0	0	0
NHOPI	3	0	0	3	0	0	0	0	0	0	0	0	0
Two or More	6	8	0	14	0	0	0	0	0	0	0	0	0
Unknown (Race)	11	11	3	25									
Total	68	51	7	126	3	3	6	0	0	0	2	2	4
Total Minority	35	19	1	55	3	2	5	0	0	0	2	1	3

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

California State University

Sacramento

Snapshot Date: 10/31/2023

Personnel Transactions Summary

Job Group: P0D - Professional Non Faculty Administrator II

Transaction Dates: 11/01/2022 To 10/31/2023

	Applicants				*Hires*			*Terminations (I)*			*Terminations (V)*		
	Males	**Females**	**UNKNOWN (GENDER)**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	4	2	0	6	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	2	0	0	2	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	6	2	0	8	0	0	0	0	0	0	0	0	0
Total Minority	2	0	0	2	0	0	0	0	0	0	0	0	0

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

California State University

Sacramento

Snapshot Date: 10/31/2023

Personnel Transactions Summary

Job Group: P1A - Professional Non Faculty Unit 1 Level A

Transaction Dates: 11/01/2022 To 10/31/2023

	Applicants				*Hires*			*Terminations (I)*			*Terminations (V)*		
	Males	**Females**	**UNKNOWN (GENDER)**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	2	5	1	8	0	3	3	0	0	0	0	1	1
Afr. Amer.	2	2	0	4	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	1	1	0	1	1
Asian	4	13	0	17	0	1	1	0	0	0	0	1	1
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	1	1	0	2	0	0	0	0	0	0	0	0	0
Unknown (Race)	1	0	0	1									
Total	10	21	1	32	0	4	4	0	1	1	0	3	3
Total Minority	7	16	0	23	0	1	1	0	1	1	0	2	2

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

California State University

Sacramento

Snapshot Date: 10/31/2023

Personnel Transactions Summary

Job Group: P2A - Professional Non Faculty Unit 2 Level A

Transaction Dates: 11/01/2022 To 10/31/2023

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

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

California State University

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Snapshot Date: 10/31/2023

Personnel Transactions Summary

Job Group: P3B - Professional Non Faculty Unit 3 Level B

Transaction Dates: 11/01/2022 To 10/31/2023

	Applicants				*Hires*			*Terminations (I)*			*Terminations (V)*		
	Males	**Females**	**UNKNOWN (GENDER)**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	128	49	0	177	23	12	35	0	0	0	8	5	13
Afr. Amer.	23	10	0	33	4	6	10	0	0	0	2	2	4
Hispanic	0	0	0	0	3	6	9	0	0	0	2	0	2
Asian	15	13	0	28	2	2	4	0	0	0	0	0	0
Nat. Amer.	4	1	0	5	0	0	0	0	0	0	0	0	0
NHOPI	3	1	0	4	1	1	2	0	0	0	0	0	0
Two or More	6	4	0	10	5	0	5	0	0	0	1	0	1
Unknown (Race)	16	5	5	26									
Total	195	83	5	283	38	27	65	0	0	0	13	7	20
Total Minority	51	29	0	80	15	15	30	0	0	0	5	2	7

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

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Snapshot Date: 10/31/2023

Personnel Transactions Summary

Job Group: P3C - Professional Non Faculty Unit 3 Level C

Transaction Dates: 11/01/2022 To 10/31/2023

	Applicants				*Hires*			*Terminations (I)*			*Terminations (V)*		
	Males	**Females**	**UNKNOWN (GENDER)**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	20	34	0	54	1	0	1	0	0	0	0	2	2
Afr. Amer.	1	2	2	5	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	1	1	0	0	0	0	0	0
Asian	11	3	0	14	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	1	0	1	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	2	0	2	0	1	1	0	0	0	0	0	0
Unknown (Race)	4	4	2	10									
Total	36	46	4	86	1	2	3	0	0	0	0	2	2
Total Minority	12	8	2	22	0	2	2	0	0	0	0	0	0

	Promotions From			*Promotions Into*			*Promotions Within*		
	Males	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	0	0	0	0	1	1	0	2	2
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	1	1
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	1	1
Total	0	0	0	0	1	1	0	4	4
Total Minority	0	0	0	0	0	0	0	2	2

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Snapshot Date: 10/31/2023

Personnel Transactions Summary

Job Group: P4A - Professional Non Faculty Level A

Transaction Dates: 11/01/2022 To 10/31/2023

	Applicants				*Hires*			*Terminations (I)*			*Terminations (V)*		
	Males	**Females**	**UNKNOWN (GENDER)**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	273	536	29	838	9	13	22	1	0	1	1	10	11
Afr. Amer.	118	218	4	340	2	5	7	0	0	0	0	4	4
Hispanic	0	0	0	0	7	20	27	0	0	0	1	9	10
Asian	203	281	9	493	5	8	13	0	0	0	0	3	3
Nat. Amer.	22	51	2	75	0	0	0	0	0	0	0	0	0
NHOPI	14	14	0	28	0	0	0	0	0	0	0	0	0
Two or More	71	114	8	193	3	2	5	0	0	0	2	0	2
Unknown (Race)	153	312	58	523									
Total	854	1526	110	2490	26	48	74	1	0	1	4	26	30
Total Minority	428	678	23	1129	17	35	52	0	0	0	3	16	19

	Promotions From			*Promotions Into*			*Promotions Within*		
	Males	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	0	1	1	0	0	0	1	7	8
Afr. Amer.	0	0	0	0	0	0	1	3	4
Hispanic	0	1	1	0	5	5	8	10	18
Asian	0	1	1	0	0	0	3	8	11
Nat. Amer.	0	0	0	0	1	1	0	1	1
NHOPI	0	0	0	0	0	0	2	0	2
Two or More	0	0	0	0	0	0	0	0	0
Total	0	3	3	0	6	6	15	29	44
Total Minority	0	2	2	0	6	6	14	22	36

California State University

Sacramento

Snapshot Date: 10/31/2023

Personnel Transactions Summary

Job Group: P8A - Professional Non Faculty Unit 8 Level A

Transaction Dates: 11/01/2022 To 10/31/2023

	Applicants				*Hires*			*Terminations (I)*			*Terminations (V)*		
	Males	**Females**	**UNKNOWN (GENDER)**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	9	2	3	14	0	0	0	0	0	0	0	1	1
Afr. Amer.	5	0	0	5	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	1	1	2	0	1	1	1	1	2
Asian	13	2	0	15	0	0	0	1	0	1	0	0	0
Nat. Amer.	0	1	0	1	0	0	0	0	0	0	0	0	0
NHOPI	0	1	0	1	0	0	0	0	0	0	0	0	0
Two or More	4	0	0	4	0	0	0	0	0	0	0	0	0
Unknown (Race)	4	1	0	5									
Total	35	7	3	45	1	1	2	1	1	2	1	2	3
Total Minority	22	4	0	26	1	1	2	1	1	2	1	1	2

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

California State University

Sacramento

Snapshot Date: 10/31/2023

Personnel Transactions Summary

Job Group: P9C - Professional Non Faculty Unit 9 Level C

Transaction Dates: 11/01/2022 To 10/31/2023

	Applicants				*Hires*			*Terminations (I)*			*Terminations (V)*		
	Males	**Females**	**UNKNOWN (GENDER)**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	34	46	7	87	0	1	1	0	0	0	0	1	1
Afr. Amer.	1	4	0	5	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	1	0	1	0	0	0	1	1	2
Asian	8	11	0	19	0	0	0	0	0	0	0	0	0
Nat. Amer.	4	3	0	7	0	0	0	0	0	0	0	0	0
NHOPI	1	0	0	1	0	0	0	0	0	0	0	0	0
Two or More	1	2	0	3	0	1	1	0	0	0	0	0	0
Unknown (Race)	10	14	3	27									
Total	59	80	10	149	1	2	3	0	0	0	1	2	3
Total Minority	15	20	0	35	1	1	2	0	0	0	1	1	2

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

California State University

Sacramento

Snapshot Date: 10/31/2023

Personnel Transactions Summary

Job Group: P9C1 - Professional Non Faculty Unit 9 Level C - Accountants

Transaction Dates: 11/01/2022 To 10/31/2023

	Applicants				*Hires*			*Terminations (I)*			*Terminations (V)*		
	Males	**Females**	**UNKNOWN (GENDER)**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	22	31	3	56	2	1	3	0	0	0	0	2	2
Afr. Amer.	6	6	0	12	0	0	0	0	0	0	1	1	2
Hispanic	0	0	0	0	1	0	1	0	0	0	0	0	0
Asian	27	26	0	53	2	2	4	0	0	0	0	2	2
Nat. Amer.	1	3	0	4	0	0	0	0	0	0	0	0	0
NHOPI	6	0	0	6	0	0	0	1	0	1	0	0	0
Two or More	3	3	0	6	0	2	2	0	0	0	0	0	0
Unknown (Race)	8	7	6	21									
Total	73	76	9	158	5	5	10	1	0	1	1	5	6
Total Minority	43	38	0	81	3	4	7	1	0	1	1	3	4

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

California State University

Sacramento

Snapshot Date: 10/31/2023

Personnel Transactions Summary

Job Group: P9C2 - Professional Non Faculty Unit 9 Level C - Admin Analyst/Spclst

Transaction Dates: 11/01/2022 To 10/31/2023

	Applicants				*Hires*			*Terminations (I)*			*Terminations (V)*		
	Males	**Females**	**UNKNOWN (GENDER)**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	351	531	10	892	4	21	25	1	0	1	1	16	17
Afr. Amer.	87	97	2	186	0	5	5	0	0	0	2	6	8
Hispanic	0	0	0	0	4	15	19	0	0	0	2	7	9
Asian	216	287	7	510	4	0	4	0	0	0	0	2	2
Nat. Amer.	23	25	1	49	0	0	0	0	0	0	0	0	0
NHOPI	23	13	0	36	0	0	0	0	0	0	0	0	0
Two or More	44	110	1	155	1	1	2	0	0	0	0	1	1
Unknown (Race)	92	182	50	324									
Total	836	1245	71	2152	13	42	55	1	0	1	5	32	37
Total Minority	393	532	11	936	9	21	30	0	0	0	4	16	20

	Promotions From			*Promotions Into*			*Promotions Within*		
	Males	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	0	5	5	3	7	10	1	9	10
Afr. Amer.	0	0	0	0	2	2	0	0	0
Hispanic	0	2	2	0	3	3	0	2	2
Asian	0	2	2	1	2	3	0	4	4
Nat. Amer.	0	1	1	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	1	0	1	0	0	0
Total	0	10	10	5	14	19	1	15	16
Total Minority	0	5	5	2	7	9	0	6	6

California State University

Sacramento

Snapshot Date: 10/31/2023

Personnel Transactions Summary

Job Group: P9C3 - Professional Non Faculty Unit 9 Level C - Info Tech Consultants

Transaction Dates: 11/01/2022 To 10/31/2023

	Applicants				*Hires*			*Terminations (I)*			*Terminations (V)*		
	Males	**Females**	**UNKNOWN (GENDER)**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	167	74	11	252	6	5	11	0	0	0	3	0	3
Afr. Amer.	56	21	0	77	0	0	0	0	0	0	1	0	1
Hispanic	0	0	0	0	0	1	1	0	0	0	1	1	2
Asian	184	88	2	274	5	2	7	1	0	1	2	0	2
Nat. Amer.	6	2	0	8	0	0	0	0	0	0	0	0	0
NHOPI	6	2	0	8	0	0	0	0	0	0	0	0	0
Two or More	24	5	1	30	2	0	2	0	0	0	0	0	0
Unknown (Race)	43	24	30	97									
Total	486	216	44	746	13	8	21	1	0	1	7	1	8
Total Minority	276	118	3	397	7	3	10	1	0	1	4	1	5

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

California State University

Sacramento

Snapshot Date: 10/31/2023

Personnel Transactions Summary

Job Group: S6A - Skilled Crafts Level A

Transaction Dates: 11/01/2022 To 10/31/2023

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

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

California State University

Sacramento

Snapshot Date: 10/31/2023

Personnel Transactions Summary

Job Group: S6A1 - Skilled Crafts Level A - Building & Facilities Workers

Transaction Dates: 11/01/2022 To 10/31/2023

	Applicants				*Hires*			*Terminations (I)*			*Terminations (V)*		
	Males	**Females**	**UNKNOWN (GENDER)**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	76	3	2	81	2	0	2	0	0	0	2	0	2
Afr. Amer.	6	1	0	7	0	0	0	0	0	0	1	0	1
Hispanic	0	0	0	0	1	0	1	0	0	0	0	0	0
Asian	17	0	0	17	0	0	0	0	0	0	0	0	0
Nat. Amer.	7	0	0	7	0	0	0	0	0	0	0	0	0
NHOPI	9	5	0	14	0	0	0	0	0	0	0	0	0
Two or More	7	0	0	7	0	0	0	0	0	0	0	0	0
Unknown (Race)	39	5	0	44									
Total	161	14	2	177	3	0	3	0	0	0	3	0	3
Total Minority	46	6	0	52	1	0	1	0	0	0	1	0	1

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

California State University

Sacramento

Snapshot Date: 10/31/2023

Personnel Transactions Summary

Job Group: S6A2 - Skilled Crafts Level A - Other Skilled Workers

Transaction Dates: 11/01/2022 To 10/31/2023

	Applicants				*Hires*			*Terminations (I)*			*Terminations (V)*		
	Males	**Females**	**UNKNOWN (GENDER)**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	31	1	1	33	1	0	1	0	0	0	2	0	2
Afr. Amer.	2	0	0	2	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	9	1	0	10	0	0	0	0	0	0	0	0	0
Nat. Amer.	2	0	0	2	0	0	0	0	0	0	0	0	0
NHOPI	0	1	0	1	0	0	0	0	0	0	0	0	0
Two or More	1	0	0	1	0	0	0	0	0	0	0	0	0
Unknown (Race)	7	1	3	11									
Total	52	4	4	60	1	0	1	0	0	0	2	0	2
Total Minority	14	2	0	16	0	0	0	0	0	0	0	0	0

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

California State University

Sacramento

Snapshot Date: 10/31/2023

Personnel Transactions Summary

Job Group: T2A - Technical/Paraprofessional Unit 2 Level A

Transaction Dates: 11/01/2022 To 10/31/2023

	Applicants				*Hires*			*Terminations (I)*			*Terminations (V)*		
	Males	**Females**	**UNKNOWN (GENDER)**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	2	11	1	14	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	7	0	7	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	3	3	0	0	0	0	3	3
Asian	4	7	0	11	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	2	0	2	0	0	0	0	0	0	0	0	0
NHOPI	0	2	0	2	0	0	0	0	0	0	0	0	0
Two or More	1	2	0	3	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	7	0	7									
Total	7	38	1	46	0	3	3	0	0	0	0	3	3
Total Minority	5	20	0	25	0	3	3	0	0	0	0	3	3

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

California State University

Sacramento

Snapshot Date: 10/31/2023

Personnel Transactions Summary

Job Group: T4C - Technical/Paraprofessional Unit 4 Level C

Transaction Dates: 11/01/2022 To 10/31/2023

	Applicants				*Hires*			*Terminations (I)*			*Terminations (V)*		
	Males	**Females**	**UNKNOWN (GENDER)**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	19	33	0	52	0	0	0	0	0	0	0	0	0
Afr. Amer.	4	11	0	15	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	1	1	0	0	0	0	0	0
Asian	15	24	0	39	0	0	0	0	0	0	0	0	0
Nat. Amer.	1	2	0	3	0	0	0	0	0	0	0	0	0
NHOPI	0	2	0	2	0	0	0	0	0	0	0	0	0
Two or More	2	9	0	11	0	0	0	0	0	0	0	0	0
Unknown (Race)	2	16	8	26									
Total	43	97	8	148	0	1	1	0	0	0	0	0	0
Total Minority	22	48	0	70	0	1	1	0	0	0	0	0	0

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

California State University

Sacramento

Snapshot Date: 10/31/2023

Personnel Transactions Summary

Job Group: T7C - Technical/Paraprofessional Unit 7 Level C

Transaction Dates: 11/01/2022 To 10/31/2023

	Applicants				*Hires*			*Terminations (I)*			*Terminations (V)*		
	Males	**Females**	**UNKNOWN (GENDER)**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	118	170	6	294	2	2	4	0	0	0	0	1	1
Afr. Amer.	26	26	0	52	0	1	1	0	0	0	0	0	0
Hispanic	0	0	0	0	3	1	4	0	0	0	0	1	1
Asian	52	75	3	130	0	2	2	0	0	0	0	1	1
Nat. Amer.	7	12	0	19	0	0	0	0	0	0	0	0	0
NHOPI	0	3	0	3	0	0	0	0	0	0	0	0	0
Two or More	13	31	0	44	1	1	2	0	0	0	1	1	2
Unknown (Race)	32	52	20	104									
Total	248	369	29	646	6	7	13	0	0	0	1	4	5
Total Minority	98	147	3	248	4	5	9	0	0	0	1	3	4

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

California State University

Sacramento

Snapshot Date: 10/31/2023

Personnel Transactions Summary

Job Group: T7D - Technical/Paraprofessional Unit 7 Level D

Transaction Dates: 11/01/2022 To 10/31/2023

	Applicants				*Hires*			*Terminations (I)*			*Terminations (V)*		
	Males	**Females**	**UNKNOWN (GENDER)**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	4	2	0	6	0	0	0	0	0	0	1	0	1
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	2	2	0	4	0	0	0	0	0	0	0	0	0
Nat. Amer.	2	0	0	2	0	0	0	0	0	0	0	0	0
NHOPI	2	0	0	2	0	0	0	0	0	0	0	0	0
Two or More	2	0	0	2	0	0	0	0	0	0	0	0	0
Unknown (Race)	2	2	0	4									
Total	14	6	0	20	0	0	0	0	0	0	1	0	1
Total Minority	8	2	0	10	0	0	0	0	0	0	0	0	0

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

California State University

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Snapshot Date: 10/31/2023

Personnel Transactions Summary

Job Group: T9B - Technical/Paraprofessional Unit 9 Level B

Transaction Dates: 11/01/2022 To 10/31/2023

	Applicants				*Hires*			*Terminations (I)*			*Terminations (V)*		
	Males	**Females**	**UNKNOWN (GENDER)**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	115	62	45	222	4	2	6	0	0	0	6	1	7
Afr. Amer.	33	26	0	59	0	0	0	0	0	0	1	0	1
Hispanic	0	0	0	0	1	2	3	0	0	0	0	1	1
Asian	46	33	2	81	1	0	1	0	0	0	2	2	4
Nat. Amer.	10	3	1	14	0	0	0	0	0	0	0	0	0
NHOPI	1	1	0	2	0	0	0	0	0	0	0	0	0
Two or More	11	7	2	20	0	0	0	0	0	0	0	0	0
Unknown (Race)	41	31	10	82									
Total	257	163	60	480	6	4	10	0	0	0	9	4	13
Total Minority	101	70	5	176	2	2	4	0	0	0	3	3	6

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

California State University

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Snapshot Date: 10/31/2023

Personnel Transactions Summary

Job Group: XXA - Interpreters/ Interpret Helpers

Transaction Dates: 11/01/2022 To 10/31/2023

	Applicants				*Hires*			*Terminations (I)*			*Terminations (V)*		
	Males	**Females**	**UNKNOWN (GENDER)**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	1	6	2	9	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	1	1	0	0	0	0	0	0
Asian	1	2	0	3	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	1	0	1	0	0	0	0	0	0	0	0	0
Unknown (Race)	1	2	0	3									
Total	3	11	2	16	0	1	1	0	0	0	0	0	0
Total Minority	1	3	0	4	0	1	1	0	0	0	0	0	0

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

California State University

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Snapshot Date: 10/31/2023

Personnel Transactions Summary

Job Group: XXC - Teacher/ Student Assistants

Transaction Dates: 11/01/2022 To 10/31/2023

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

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

California State University

Sacramento

Snapshot Date: 10/31/2023

Personnel Transactions Summary

Job Group: XXD - Excluded Class IV

Transaction Dates: 11/01/2022 To 10/31/2023

	Applicants				*Hires*			*Terminations (I)*			*Terminations (V)*		
	Males	**Females**	**UNKNOWN (GENDER)**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	0	0	87	87	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	0	0	87	87	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0	0	0	0	0

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

California State University

Sacramento

Data Collection Analysis/Hiring Benchmark (Protected Veterans)*

Current Snapshot Date: 10/31/2023

Category	10/31/21	11/1/22	10/31/23
Job Openings	2,009	1,075	2,187
Jobs Filled	2,001	1,063	2,167
Applicants for all jobs	7,703	15,188	17,168
Applicants who self-identified as Protected Veterans	146	268	315
Applicants Hired	2,001	1,063	2,167
Protected Veterans Hired	17	15	26
Hiring Benchmark**	5.6	5.5	5.4
Overall protected veterans hired (%)	0.8	1.4	1.2

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

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

California State University

Sacramento

Data Collection Analysis/Utilization Analysis (Disability)*

Current Snapshot Date: 10/31/2023

Category	10/31/21			11/1/22			10/31/23		
Job Openings	2,009			1,075			2,187		
Jobs Filled	2,001			1,063			2,167		
Applicants for all jobs	7,703			15,188			17,168		
Applicants who self-identified as individual(s) with Disability	574			1,539			1,660		
Applicants Hired	2,001			1,063			2,167		
Individual(s) with Disability Hired	95			56			108		
Nationwide utilization goal for qualified individuals with disabilities (%)**	7.0			7.0			7.0		
Total incumbency of individuals with disabilities (%)	4.3			4.8			4.9		
Job Group	**EE #**	**EE IWD #**	**EE IWD %**	**EE #**	**EE IWD #**	**EE IWD %**	**EE #**	**EE IWD #**	**EE IWD %**
C0E - Secretarial/Clerical Administrator 1	1	N/A	N/A	1	N/A	N/A	1	N/A	N/A
C7A - Secretarial/Clerical Unit 7 Level A	11	0	0.0	11	0	0.0	11	0	0.0
C7A12MO - Secretarial/Clerical Unit 7 Level A - Admin Support Assistant 12	43	2	4.7	40	2	5.0	44	4	9.1
C7B - Secretarial/Clerical Unit 7 Level B	13	0	0.0	11	0	0.0	11	0	0.0
C7B12MO - Secretarial/Clerical Unit 7 Level B - Admin Support Coord 12 Mo	157	8	5.1	167	12	7.2	165	11	6.7
E0A - President	1	N/A	N/A	1	N/A	N/A	1	N/A	N/A
E0B - Administrator IV	23	0	0.0	23	1	4.3	23	1	4.3
E0C - Administrator III	45	1	2.2	51	1	2.0	51	1	2.0
E0D - Administrator II	85	4	4.7	92	6	6.5	91	6	6.6
E0E - Administrator I	46	1	2.2	52	2	3.8	52	3	5.8
F3A1 - Faculty Unit 3 Level A - Department Chairs	36	0	0.0	38	2	5.3	41	2	4.9

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

** Current utilization goal as established by the OFCCP.

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

California State University

Sacramento

Data Collection Analysis/Utilization Analysis (Disability)*

Current Snapshot Date: 10/31/2023

Category	10/31/21			11/1/22			10/31/23		
Job Openings	2,009			1,075			2,187		
Jobs Filled	2,001			1,063			2,167		
Applicants for all jobs	7,703			15,188			17,168		
Applicants who self-identified as individual(s) with Disability	574			1,539			1,660		
Applicants Hired	2,001			1,063			2,167		
Individual(s) with Disability Hired	95			56			108		
Nationwide utilization goal for qualified individuals with disabilities (%)**	7.0			7.0			7.0		
Total incumbency of individuals with disabilities (%)	4.3			4.8			4.9		
Job Group	**EE #**	**EE IWD #**	**EE IWD %**	**EE #**	**EE IWD #**	**EE IWD %**	**EE #**	**EE IWD #**	**EE IWD %**
F3A2 - Faculty Unit 3 Level A - Instructors	589	16	2.7	589	18	3.1	599	16	2.7
F3A3 - Faculty Unit 3 Level A - Lecturers	929	50	5.4	948	51	5.4	940	48	5.1
M5A1 - Service/Maintenance Unit 5 Level A - Custodians	106	4	3.8	109	5	4.6	102	4	3.9
M7E - Service/Maintenance Unit 7 Level E	17	0	0.0	17	0	0.0	16	0	0.0
P0D - Professional Non Faculty Administrator II	5	N/A	N/A	4	N/A	N/A	4	N/A	N/A
P1A - Professional Non Faculty Unit 1 Level A	10	1	10.0	15	1	6.7	12	0	0.0
P2A - Professional Non Faculty Unit 2 Level A	0	N/A	N/A	1	N/A	N/A	1	N/A	N/A
P3B - Professional Non Faculty Unit 3 Level B	47	0	0.0	52	0	0.0	60	1	1.7
P3C - Professional Non Faculty Unit 3 Level C	18	2	11.1	18	2	11.1	19	3	15.8
P4A - Professional Non Faculty Level A	180	6	3.3	183	12	6.6	203	14	6.9
P8A - Professional Non Faculty Unit 8 Level A	12	0	0.0	13	0	0.0	10	0	0.0

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

** Current utilization goal as established by the OFCCP.

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

California State University

Sacramento

Data Collection Analysis/Utilization Analysis (Disability)*

Current Snapshot Date: 10/31/2023

Category	10/31/21			11/1/22			10/31/23		
Job Openings	2,009			1,075			2,187		
Jobs Filled	2,001			1,063			2,167		
Applicants for all jobs	7,703			15,188			17,168		
Applicants who self-identified as individual(s) with Disability	574			1,539			1,660		
Applicants Hired	2,001			1,063			2,167		
Individual(s) with Disability Hired	95			56			108		
Nationwide utilization goal for qualified individuals with disabilities (%)**	7.0			7.0			7.0		
Total incumbency of individuals with disabilities (%)	4.3			4.8			4.9		
Job Group	**EE #**	**EE IWD #**	**EE IWD %**	**EE #**	**EE IWD #**	**EE IWD %**	**EE #**	**EE IWD #**	**EE IWD %**
P9C - Professional Non Faculty Unit 9 Level C	17	1	5.9	20	2	10.0	19	0	0.0
P9C1 - Professional Non Faculty Unit 9 Level C - Accountants	20	0	0.0	18	0	0.0	18	0	0.0
P9C2 - Professional Non Faculty Unit 9 Level C - Admin Analyst/Spclst	195	10	5.1	206	13	6.3	210	15	7.1
P9C3 - Professional Non Faculty Unit 9 Level C - Info Tech Consultants	127	11	8.7	123	9	7.3	128	10	7.8
S6A - Skilled Crafts Level A	1	N/A	N/A	1	N/A	N/A	1	N/A	N/A
S6A1 - Skilled Crafts Level A - Building & Facilities Workers	26	1	3.8	28	1	3.6	28	1	3.6
S6A2 - Skilled Crafts Level A - Other Skilled Workers	19	0	0.0	19	0	0.0	20	1	5.0
T2A - Technical/Paraprofessional Unit 2 Level A	7	N/A	N/A	8	N/A	N/A	3	N/A	N/A
T4C - Technical/Paraprofessional Unit 4 Level C	2	N/A	N/A	1	N/A	N/A	1	N/A	N/A
T7C - Technical/Paraprofessional Unit 7 Level C	23	0	0.0	22	1	4.5	24	0	0.0
T7D - Technical/Paraprofessional Unit 7 Level D	4	N/A	N/A	4	N/A	N/A	2	N/A	N/A

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

** Current utilization goal as established by the OFCCP.

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

California State University

Sacramento

Data Collection Analysis/Utilization Analysis (Disability)*

Current Snapshot Date: 10/31/2023

Category	10/31/21			11/1/22			10/31/23		
Job Openings	2,009			1,075			2,187		
Jobs Filled	2,001			1,063			2,167		
Applicants for all jobs	7,703			15,188			17,168		
Applicants who self-identified as individual(s) with Disability	574			1,539			1,660		
Applicants Hired	2,001			1,063			2,167		
Individual(s) with Disability Hired	95			56			108		
Nationwide utilization goal for qualified individuals with disabilities (%)**	7.0			7.0			7.0		
Total incumbency of individuals with disabilities (%)	4.3			4.8			4.9		
Job Group	**EE #**	**EE IWD #**	**EE IWD %**	**EE #**	**EE IWD #**	**EE IWD %**	**EE #**	**EE IWD #**	**EE IWD %**
T9B - Technical/Paraprofessional Unit 9 Level B	68	2	2.9	61	2	3.3	57	3	5.3
XXA - Interpreters/ Interpret Helpers	4	N/A	N/A	4	N/A	N/A	4	N/A	N/A
XXC - Teacher/ Student Assistants	108	7	6.5	108	4	3.7	109	6	5.5

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

** Current utilization goal as established by the OFCCP.

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