

EXECUTIVE ORDER 11246 AFFIRMATIVE ACTION PLAN (AAP)

for



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Sacramento, CA 95819
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SACRAMENTO STATE

October 1, 2019 – September 30, 2020

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 the company 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 the company 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 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.

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: October 1, 2019 – September 30, 2020
- Transaction period: October 1, 2018 – September 30, 2019

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 are the Affirmative Action Plan.

SACRAMENTO STATE

PART I: AFFIRMATIVE ACTION PLAN FOR MINORITIES AND WOMEN

FOR

OCTOBER 1, 2019 – SEPTEMBER 30, 2020

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 1, 2019.

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 1, 2019.

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 1, 2019 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, Vice Provost for Faculty Affairs, Senior Associate Vice President of Human Resources, the Director for Equal Opportunity, 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 – Dr. Robert S. Nelsen. The President is responsible, through the Vice President for Inclusive Excellence, Vice Provost for Faculty Affairs, Senior Associate Vice President of Human Resources, and the Director of Equal Opportunity, for adherence to the CSU systemwide and Sacramento State campus policies of equal employment opportunity and affirmative action. Dr. Nelsen’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 and its operation and is communicated to the larger Sacramento community that we serve.

Vice Provost for Faculty Affairs

The Vice Provost for Faculty Affairs 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.

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.

Director of Equal Opportunity

The Director of Equal Opportunity is designated as the campus Affirmative Action Officer, the Title IX Coordinator, DHR Administrator, and the ADA/Section 504 Administrator, and is responsible for ensuring that the directives of the President, Associate Vice President for Faculty Advancement, and Executive Director for Inclusive Excellence relevant to affirmative action are implemented. The duties of the Director of Equal Opportunity include, but are not limited to, the following:

1. Provide direction to Sacramento State's employees, as necessary, to carry out all actions required to meet the Company'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, Associate Vice President for Faculty Advancement, and Executive Director 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 Company 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. 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 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 Director for Equal Opportunity, with the help of the managers, will be responsible in ensuring that the following are implemented.

Recruitment and Outreach:

1. Sacramento State will continue to place advertisements on job opportunities through local job service offices. The local job service office will be notified concurrent with the placement of a newspaper ad.
2. Due to the extensive technical education and experience required for some positions, Sacramento State will also continue to place job opportunity announcements in the company website, and in national newspapers when appropriate.
3. Sacramento State will continue to post positions on the Sacramento State *Job Opportunities* website for campus recruiting. The *Job Opportunities* webpage offers an array of employment opportunities and services for diverse applicants and employees interested in faculty and staff positions. The on-line information contains instructions for the application process; frequently asked questions; and contact information. Please refer to <http://www.csus.edu/webpages/employment.stm>
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 Web-based Job Board • The California State University
<http://www.csus.edu/webpages/employment.stm> <http://csucareers.calstate.edu/>
 - CalJobs • Higher Education Recruitment Consortium
<http://www.caljobs.ca.gov/> <https://main.hercjobs.org/>

- Indeed
<http://www.indeed.com/>

- Simply Hired
<http://www.simplyhired.com/>

5. Advertisements and newsletters will always carry the Equal Employment Opportunity clause.
6. Minority and female applicants will be considered for all positions for which they are qualified.
7. Sacramento State will participate in job fairs if there are sufficient numbers of openings to warrant participation.
8. 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.
9. Sacramento State will continue to employ co-op students who work during the summer and part-time during the school year.
10. 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 and promote diversity at all levels, seeking feedback, and serving as a liaison to campus faculty and staff organizations and to managers and supervisors, if the current fiscal climate so allows.
11. 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 Office 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. 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. Those participating on search committees for the campus receive guidance and training on the elimination of bias from all recruiting processes. For example, 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.”
4. 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.
5. 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.
6. 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 complaints of discrimination, harassment and retaliation under federal and state law and under CSU Executive Orders 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 Affirmative Action (CAA) is dedicated to supporting diversity at Sacramento State. The CAA 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 CAA 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 CAA 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>.

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 Director of Equal Opportunity, 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

OCTOBER 1, 2019 – SEPTEMBER 30, 2020

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

Our obligations 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. Robert Nelsen
President

October 1, 2019

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 the Company'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. The company 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. The company ensures that applicants and employees with disabilities have equal access to its personnel processes, including those implemented through information and communication technologies.
4. The company provides reasonable accommodations, unless such accommodations will cause undue hardship to the company, to applicants and employees with disabilities to ensure that equal employment opportunity are extended in the operation of its personnel processes.
5. The company 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 the Company's physical and mental qualifications and requirements as they relate to employment, training, and promotion.

The Company'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: Art Delao.

Title: ADA Analyst – Benefits Office – Human Resources

Phone: (916) 278-4958

Email: delao@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 sexual harassment policy, which includes a section prohibiting harassment of individuals with disabilities or protected veterans is available for distribution 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 the Company'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 the Company'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 the Company'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 the Company'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 the Company's policy manual 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 Company bulletin boards, along with the Company's harassment 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 the company 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 President, Vice President for Human Resources, Associate Vice President for Faculty Advancement, Executive Director for Inclusive Excellence, the Director of Equal Opportunity, 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 – Dr. Robert S. Nelsen. The President is responsible, through the Vice President for Inclusive Excellence, Vice Provost for Faculty Affairs, Senior Associate Vice President of Human Resources, and the Director for Equal Opportunity, for adherence to the CSU systemwide and Sacramento State campus policies of equal employment opportunity and affirmative action. Dr. Nelsen’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 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 Associate Vice President for Faculty Advancement, 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.

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.

Director of Equal Opportunity

The Director of Equal Opportunity is designated as the campus Affirmative Action Officer, the Title IX Coordinator, DHR Administrator, and the ADA/Section 504 Administrator, and is responsible for ensuring that the directives of the President, Vice President for Human Resources, Associate Vice President for Faculty Advancement, and Executive Director for Inclusive Excellence relevant to affirmative action are implemented. The duties of the Director of Equal Opportunity include, but are not limited to, the following:

1. Provide direction to Sacramento State's employees, as necessary, to carry out all actions required to meet the Company'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, Associate Vice President for Faculty Advancement, and Executive Director 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 Company 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 the company'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 5.9% 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 5.9% 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.

**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 10000

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo	3	2	Male	1	1	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
1038	Admin Analyst/Spclst 12 Mo	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
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	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3300	Administrator IV	3	0	Male	2	2	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 #		11	4	Male #	3	3	0	0	0	0	0	0
Grand Total %			36.4	Male %	27.3	27.3	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	8	4	0	1	3	0	0	0
				Female%	72.7	36.4	0.0	9.1	27.3	0.0	0.0	0.0

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 10001

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

Snapshot Date: 10/01/2019

Organizational Unit: 10200

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
1176	Cnfdntl Admin Support 12 Mo	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	2	0	Male	1	1	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
3312	Administrator II	2	1	Male	0	0	0	0	0	0	0	0	
				Female	2	1	1	0	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	1	0	0	0	0	0	
				Female%	80.0	60.0	20.0	0.0	0.0	0.0	0.0	0.0	

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California State University

Sacramento

Snapshot Date: 10/01/2019

Workforce Analysis

Organizational Unit: 10700

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

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 10900

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	Admin Analyst/Spclst 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3082	SSP II	3	2	Male	0	0	0	0	0	0	0	0
				Female	3	1	0	1	0	1	0	0
3084	SSP III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3086	SSP IV	3	2	Male	1	0	0	0	1	0	0	0
				Female	2	1	0	0	1	0	0	0
3312	Administrator II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3306	Administrator III	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		10	6	Male #	2	1	0	0	1	0	0	0
Grand Total %			60.0	Male %	20.0	10.0	0.0	0.0	10.0	0.0	0.0	0.0
				Female #	8	3	0	3	1	1	0	0
				Female%	80.0	30.0	0.0	30.0	10.0	10.0	0.0	0.0

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 11400

Job Code	Job Title	Total		Total								
		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	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 #		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
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 11600

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

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California State University

Sacramento

Snapshot Date: 10/01/2019

Workforce Analysis

Organizational Unit: 11700

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	
3300	Administrator IV	1	0	Male	1	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	
Grand Total #		2	1	Male #	1	1	0	0	0	0	0	
Grand Total %			50.0	Male %	50.0	50.0	0.0	0.0	0.0	0.0	0.0	
				Female #	1	0	0	1	0	0	0	
				Female%	50.0	0.0	0.0	50.0	0.0	0.0	0.0	

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 11800

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

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California State University

Sacramento

Workforce Analysis

Snapshot Date: 10/01/2019

Organizational Unit: 12000

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
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: 10/01/2019

Workforce Analysis

Organizational Unit: 12100

Job Code	Job Title	Total		Total								
		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	
3084	SSP III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	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	0	1	1	0	0	0
				Female%	100.0	0.0	0.0	50.0	50.0	0.0	0.0	0.0

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California State University

Sacramento

Workforce Analysis

Snapshot Date: 10/01/2019

Organizational Unit: 12600

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

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 13000

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo	5	4	Male	0	0	0	0	0	0	0	0
				Female	5	1	1	3	0	0	0	0
1928	Senior Data Control Technician	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	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	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	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
420	Info Tech Consultant 12 Mo	1	1	Male	1	0	1	0	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
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 #		14	10	Male #	2	0	1	1	0	0	0	0
Grand Total %			71.4	Male %	14.3	0.0	7.1	7.1	0.0	0.0	0.0	0.0
				Female #	12	4	3	3	2	0	0	0
				Female%	85.7	28.6	21.4	21.4	14.3	0.0	0.0	0.0

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 13400

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	
1038	Admin Analyst/Spclst 12 Mo	9	2	Male	1	0	0	1	0	0	0	0
				Female	8	7	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	
3306	Administrator III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	
Grand Total #		12	3	Male #	1	0	0	1	0	0	0	0
Grand Total %			25.0	Male %	8.3	0.0	0.0	8.3	0.0	0.0	0.0	0.0
				Female #	11	9	1	1	0	0	0	0
				Female%	91.7	75.0	8.3	8.3	0.0	0.0	0.0	0.0

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California State University

Sacramento

Snapshot Date: 10/01/2019

Workforce Analysis

Organizational Unit: 13401

Job Code	Job Title	Total		Total								
		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
		Grand Total #	1	1	Male #	0	0	0	0	0	0	0
		Grand Total %		100.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0
					Female #	1	0	0	1	0	0	0
					Female%	100.0	0.0	0.0	0.0	100.0	0.0	0.0

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 13402

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1032	Admin Support Assistant 12 Mo	50	47	Male	10	2	0	7	1	0	0	0
				Female	40	1	0	26	10	0	1	2
1035	Admin Support Coord 12 Mo	4	2	Male	0	0	0	0	0	0	0	0
				Female	4	2	0	1	0	0	0	1
5681	Research Technician II	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
5683	Research Technician I	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
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
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 #		59	49	Male #	13	5	0	7	1	0	0	0
Grand Total %			83.1	Male %	22.0	8.5	0.0	11.9	1.7	0.0	0.0	0.0
				Female #	46	5	0	27	10	0	1	3
				Female%	78.0	8.5	0.0	45.8	16.9	0.0	1.7	5.1

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 13600

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

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 13900

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	Admin Analyst/Spclst 12 Mo	3	2	Male	0	0	0	0	0	0	0	0
				Female	3	1	0	1	1	0	0	
2361	Instr Fac 12 Mo	1	0	Male	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	
Grand Total #		4	2	Male #	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	
				Female #	4	2	0	1	1	0	0	
				Female%	100.0	50.0	0.0	25.0	25.0	0.0	0.0	

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 14600

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2355	Graduate Assistant	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: 10/01/2019

Workforce Analysis

Organizational Unit: 15000

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2358	Lecturer AY	15	3	Male	5	4	0	0	1	0	0	0
				Female	10	8	0	0	2	0	0	0
2360	Instr Fac AY	12	6	Male	5	3	0	1	1	0	0	0
				Female	7	3	1	1	1	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
Grand Total #		29	10	Male #	11	8	0	1	2	0	0	0
Grand Total %			34.5	Male %	37.9	27.6	0.0	3.4	6.9	0.0	0.0	0.0
				Female #	18	11	1	2	3	0	0	1
				Female%	62.1	37.9	3.4	6.9	10.3	0.0	0.0	3.4

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 15100

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2355	Graduate Assistant	3	1	Male	2	2	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	
1150	Instr Stdnt Asst	23	15	Male	8	5	0	3	0	0	0	
				Female	15	3	1	6	4	0	0	1
1032	Admin Support Assistant 12 Mo	1	0	Male	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	
2354	Teaching Associate AY	11	3	Male	5	4	0	1	0	0	0	
				Female	6	4	0	1	1	0	0	
1035	Admin Support Coord 12 Mo	3	2	Male	1	1	0	0	0	0	0	
				Female	2	0	0	1	1	0	0	
2358	Lecturer AY	47	6	Male	14	12	0	1	1	0	0	
				Female	33	29	0	4	0	0	0	
2360	Instr Fac AY	23	6	Male	9	9	0	0	0	0	0	
				Female	14	8	1	1	4	0	0	
2481	Dept Chair 12 Mo	1	0	Male	1	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	
Grand Total #		112	33	Male #	40	34	0	5	1	0	0	
Grand Total %			29.5	Male %	35.7	30.4	0.0	4.5	0.9	0.0	0.0	
				Female #	72	45	3	13	10	0	1	
				Female%	64.3	40.2	2.7	11.6	8.9	0.0	0.9	

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 15200

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
2355	Graduate Assistant	2	1	Male	1	0	0	0	0	0	0	0	1
				Female	1	1	0	0	0	0	0	0	0
1030	Admin Support Assistant 10/12	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0	0
2354	Teaching Associate AY	7	5	Male	4	2	0	2	0	0	0	0	0
				Female	3	0	0	3	0	0	0	0	0
1035	Admin Support Coord 12 Mo	2	0	Male	0	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0	0
1578	Instructional Support Asst II	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
2358	Lecturer AY	47	6	Male	26	23	0	3	0	0	0	0	0
				Female	21	18	1	2	0	0	0	0	0
2360	Instr Fac AY	24	5	Male	12	9	1	2	0	0	0	0	0
				Female	12	10	1	1	0	0	0	0	0
2481	Dept Chair 12 Mo	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
Grand Total #		85	18	Male #	44	35	1	7	0	0	0	0	1
Grand Total %			21.2	Male %	51.8	41.2	1.2	8.2	0.0	0.0	0.0	0.0	1.2
				Female #	41	32	3	6	0	0	0	0	0
				Female%	48.2	37.6	3.5	7.1	0.0	0.0	0.0	0.0	0.0

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 15300

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358	Lecturer AY	11	2	Male	9	8	0	0	1	0	0	0
				Female	2	1	0	0	1	0	0	0
2360	Instr Fac AY	9	1	Male	7	7	0	0	0	0	0	0
				Female	2	1	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 #		22	3	Male #	17	16	0	0	1	0	0	0
Grand Total %			13.6	Male %	77.3	72.7	0.0	0.0	4.5	0.0	0.0	0.0
				Female #	5	3	0	1	1	0	0	0
				Female%	22.7	13.6	0.0	4.5	4.5	0.0	0.0	0.0

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 15400

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1150	Instr Stdnt Asst	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2360	Instr Fac AY	9	0	Male	4	4	0	0	0	0	0	0
				Female	5	5	0	0	0	0	0	0
2358	Lecturer AY	9	1	Male	4	3	0	0	1	0	0	0
				Female	5	5	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 #		20	2	Male #	8	7	0	0	1	0	0	0
Grand Total %			10.0	Male %	40.0	35.0	0.0	0.0	5.0	0.0	0.0	0.0
				Female #	12	11	0	1	0	0	0	0
				Female%	60.0	55.0	0.0	5.0	0.0	0.0	0.0	0.0

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 15500

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2355	Graduate Assistant	10	1	Male	5	4	0	1	0	0	0	0
				Female	5	5	0	0	0	0	0	
1150	Instr Stdnt Asst	2	1	Male	1	0	0	1	0	0	0	0
				Female	1	1	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	
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	
2358	Lecturer AY	29	4	Male	19	15	1	2	0	0	0	1
				Female	10	10	0	0	0	0	0	
2360	Instr Fac AY	20	4	Male	11	8	0	2	0	1	0	0
				Female	9	8	1	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	
2481	Dept Chair 12 Mo	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
Grand Total #		65	13	Male #	38	28	2	6	0	1	0	1
Grand Total %			20.0	Male %	58.5	43.1	3.1	9.2	0.0	1.5	0.0	1.5
				Female #	27	24	2	1	0	0	0	0
				Female%	41.5	36.9	3.1	1.5	0.0	0.0	0.0	0.0

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California State University

Sacramento

Snapshot Date: 10/01/2019

Workforce Analysis

Organizational Unit: 15600

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
420	Info Tech Consultant 12 Mo	3	0	Male	3	3	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
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 15700

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1030	Admin Support Assistant 10/12	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	
1038	Admin Analyst/Splclst 12 Mo	3	1	Male	0	0	0	0	0	0	0	
				Female	3	2	0	0	1	0	0	
3306	Administrator III	2	1	Male	0	0	0	0	0	0	0	
				Female	2	1	1	0	0	0	0	
3300	Administrator IV	1	0	Male	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	
Grand Total #		7	3	Male #	1	0	0	1	0	0	0	
Grand Total %			42.9	Male %	14.3	0.0	0.0	14.3	0.0	0.0	0.0	
				Female #	6	4	1	0	1	0	0	
				Female%	85.7	57.1	14.3	0.0	14.3	0.0	0.0	

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 16800

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2866	Accompanist II	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
840	Performing Arts Tech 12 Mo	7	3	Male	3	1	1	1	0	0	0	0
				Female	4	3	0	1	0	0	0	0
2358	Lecturer AY	16	5	Male	7	6	0	0	1	0	0	0
				Female	9	5	1	1	1	1	0	0
7012	Equip Tech II, Electro-Mechnl	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2360	Instr Fac AY	6	3	Male	3	1	1	1	0	0	0	0
				Female	3	2	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 #		34	12	Male #	15	9	2	3	1	0	0	0
Grand Total %			35.3	Male %	44.1	26.5	5.9	8.8	2.9	0.0	0.0	0.0
				Female #	19	13	2	2	1	1	0	0
				Female%	55.9	38.2	5.9	5.9	2.9	2.9	0.0	0.0

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California State University

Sacramento

Snapshot Date: 10/01/2019

Workforce Analysis

Organizational Unit: 16801

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1150	Instr Stdnt Asst	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
		Grand Total %		0.0	Male %	100.0	100.0	0.0	0.0	0.0	0.0	0.0
					Female #	0	0	0	0	0	0	0
					Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 16900

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1150	Instr Stdnt Asst	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
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	15	4	Male	9	7	0	2	0	0	0	0
				Female	6	4	1	0	0	0	0	1
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	11	3	Male	6	4	0	0	2	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 #		31	9	Male #	18	14	0	2	2	0	0	0
Grand Total %			29.0	Male %	58.1	45.2	0.0	6.5	6.5	0.0	0.0	0.0
				Female #	13	8	2	0	1	0	1	1
				Female%	41.9	25.8	6.5	0.0	3.2	0.0	3.2	3.2

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California State University

Sacramento

Workforce Analysis

Snapshot Date: 10/01/2019

Organizational Unit: 17000

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

Snapshot Date: 10/01/2019

Organizational Unit: 17500

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1150	Instr Stdnt Asst	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
1032	Admin Support Assistant 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1035	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358	Lecturer AY	11	1	Male	6	5	0	0	0	0	0	1
				Female	5	5	0	0	0	0	0	0
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	15	3	Male	7	6	0	1	0	0	0	0
				Female	8	6	1	0	1	0	0	0
2481	Dept Chair 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
Grand Total #		33	5	Male #	15	13	0	1	0	0	0	1
Grand Total %			15.2	Male %	45.5	39.4	0.0	3.0	0.0	0.0	0.0	3.0
				Female #	18	15	2	0	1	0	0	0
				Female%	54.5	45.5	6.1	0.0	3.0	0.0	0.0	0.0

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 19000

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
2355	Graduate Assistant	4	1	Male	2	2	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0	0
1150	Instr Stdnt Asst	5	2	Male	3	2	0	0	0	0	0	0	1
				Female	2	1	0	1	0	0	0	0	0
2866	Accompanist II	3	1	Male	2	2	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	0	0
1035	Admin Support Coord 12 Mo	2	0	Male	0	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
2358	Lecturer AY	34	10	Male	21	13	2	3	3	0	0	0	0
				Female	13	11	0	0	2	0	0	0	0
1579	Instructional Support Asst III	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
1617	Instructional Support Tech II	1	1	Male	1	0	0	0	1	0	0	0	0
				Female	0	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	0
				Female	0	0	0	0	0	0	0	0	0
3084	SSP III	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
2360	Instr Fac AY	16	0	Male	10	10	0	0	0	0	0	0	0
				Female	6	6	0	0	0	0	0	0	0
2481	Dept Chair 12 Mo	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0

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California State University

Sacramento

Snapshot Date: 10/01/2019

Workforce Analysis

Organizational Unit: 19000

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
	Grand Total #	70	15	Male #	43	33	2	3	4	0	0	1
	Grand Total %		21.4	Male %	61.4	47.1	2.9	4.3	5.7	0.0	0.0	1.4
				Female #	27	22	0	2	2	0	0	1
				Female%	38.6	31.4	0.0	2.9	2.9	0.0	0.0	1.4

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 20200

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1150	Instr Stdnt Asst	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	
1038	Admin Analyst/Spclst 12 Mo	2	0	Male	1	1	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	
2358	Lecturer AY	38	11	Male	24	17	0	1	6	0	0	
				Female	14	10	1	0	2	0	0	1
3306	Administrator III	1	1	Male	1	0	0	0	1	0	0	
				Female	0	0	0	0	0	0	0	
Grand Total #		43	13	Male #	26	18	0	1	7	0	0	
Grand Total %			30.2	Male %	60.5	41.9	0.0	2.3	16.3	0.0	0.0	
				Female #	17	12	1	0	3	0	1	
				Female%	39.5	27.9	2.3	0.0	7.0	0.0	2.3	

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 20201

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2360	Instr Fac AY	11	3	Male	5	4	0	0	1	0	0	0
				Female	6	4	0	0	2	0	0	0
Grand Total #		11	3	Male #	5	4	0	0	1	0	0	0
Grand Total %			27.3	Male %	45.5	36.4	0.0	0.0	9.1	0.0	0.0	0.0
				Female #	6	4	0	0	2	0	0	0
				Female%	54.5	36.4	0.0	0.0	18.2	0.0	0.0	0.0

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 20202

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2360	Instr Fac AY	11	7	Male	7	3	0	0	4	0	0	0
				Female	4	1	0	0	3	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 #		12	7	Male #	7	3	0	0	4	0	0	0
Grand Total %			58.3	Male %	58.3	25.0	0.0	0.0	33.3	0.0	0.0	0.0
				Female #	5	2	0	0	3	0	0	0
				Female%	41.7	16.7	0.0	0.0	25.0	0.0	0.0	0.0

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California State University

Sacramento

Workforce Analysis

Snapshot Date: 10/01/2019

Organizational Unit: 20203

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2360	Instr FacAY	6	4	Male	5	1	0	0	4	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		6	4	Male #	5	1	0	0	4	0	0	0
Grand Total %			66.7	Male %	83.3	16.7	0.0	0.0	66.7	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
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 20204

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2360	Instr Fac AY	13	8	Male	5	2	0	0	3	0	0	0
				Female	8	3	1	0	4	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	1	0	4	0	0	0
				Female%	61.5	23.1	7.7	0.0	30.8	0.0	0.0	0.0

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California State University

Sacramento

Workforce Analysis

Snapshot Date: 10/01/2019

Organizational Unit: 20205

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2360	Instr FacAY	10	8	Male	8	1	0	0	6	1	0	0
				Female	2	1	0	0	1	0	0	0
Grand Total #		10	8	Male #	8	1	0	0	6	1	0	0
Grand Total %			80.0	Male %	80.0	10.0	0.0	0.0	60.0	10.0	0.0	0.0
				Female #	2	1	0	0	1	0	0	0
				Female%	20.0	10.0	0.0	0.0	10.0	0.0	0.0	0.0

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 20206

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2360	Instr Fac AY	9	5	Male	7	3	0	0	4	0	0	0
				Female	2	1	0	0	1	0	0	0
Grand Total #		9	5	Male #	7	3	0	0	4	0	0	0
Grand Total %			55.6	Male %	77.8	33.3	0.0	0.0	44.4	0.0	0.0	0.0
				Female #	2	1	0	0	1	0	0	0
				Female%	22.2	11.1	0.0	0.0	11.1	0.0	0.0	0.0

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 20500

Job Code	Job Title	Total		Total								
		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
3084	SSP III	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1
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	2	Male #	1	1	0	0	0	0	0	0
Grand Total %			33.3	Male %	16.7	16.7	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	5	3	0	0	1	0	0	1
				Female%	83.3	50.0	0.0	0.0	16.7	0.0	0.0	16.7

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 20600

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
1035	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0	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		
3086	SSP IV	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	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

Workforce Analysis

Snapshot Date: 10/01/2019

Organizational Unit: 20700

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3084	SSP III	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

Workforce Analysis

Snapshot Date: 10/01/2019

Organizational Unit: 20800

Job Code	Job Title	Total		Total								
		EMP	MIN	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

Workforce Analysis

Snapshot Date: 10/01/2019

Organizational Unit: 21000

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1150	Instr Stdnt Asst	10	8	Male	4	1	0	2	1	0	0	0
				Female	6	1	0	0	5	0	0	0
Grand Total #		10	8	Male #	4	1	0	2	1	0	0	0
Grand Total %			80.0	Male %	40.0	10.0	0.0	20.0	10.0	0.0	0.0	0.0
				Female #	6	1	0	0	5	0	0	0
				Female%	60.0	10.0	0.0	0.0	50.0	0.0	0.0	0.0

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 21200

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
1035	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	
1038	Admin Analyst/Splclst 12 Mo	4	1	Male	1	1	0	0	0	0	0	0	
				Female	3	2	0	0	1	0	0		
3300	Administrator IV	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0		
Grand Total #		6	2	Male #	2	2	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 #	4	2	0	1	1	0	0	0	
				Female%	66.7	33.3	0.0	16.7	16.7	0.0	0.0	0.0	

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 21300

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
1577	Instructional Support Asst I	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	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	0
				Female	1	1	0	0	0	0	0	0	0
3084	SSP III	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
3312	Administrator II	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
Grand Total #		4	0	Male #	1	1	0	0	0	0	0	0	
Grand Total %			0.0	Male %	25.0	25.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	3	3	0	0	0	0	0	0	
				Female%	75.0	75.0	0.0	0.0	0.0	0.0	0.0	0.0	

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 22200

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1150	Instr Stdnt Asst	10	7	Male	10	3	0	5	2	0	0	0
				Female	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	
410	Operating Sys Analyst 12 Mo	4	1	Male	3	3	0	0	0	0	0	
				Female	1	0	0	0	0	0	1	
400	Analyst/Programmer 12 Mo	1	0	Male	1	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	
7023	Equip Tech III, Electronic	1	1	Male	1	0	0	0	1	0	0	
				Female	0	0	0	0	0	0	0	
7024	Equip Tech III, Splized Equip	1	0	Male	1	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	
7021	Equip Tech III, Mechanical	1	0	Male	1	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	
420	Info Tech Consultant 12 Mo	1	0	Male	1	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	
Grand Total #		20	10	Male #	19	10	0	5	4	0	0	
Grand Total %			50.0	Male %	95.0	50.0	0.0	25.0	20.0	0.0	0.0	
				Female #	1	0	0	0	0	0	1	
				Female%	5.0	0.0	0.0	0.0	0.0	0.0	5.0	

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California State University

Sacramento

Snapshot Date: 10/01/2019

Workforce Analysis

Organizational Unit: 22300

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

Snapshot Date: 10/01/2019

Organizational Unit: 22600

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3084	SSP III	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3086	SSP IV	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		3	3	Male #	2	0	1	1	0	0	0	0
Grand Total %			100.0	Male %	66.7	0.0	33.3	33.3	0.0	0.0	0.0	0.0
				Female #	1	0	0	1	0	0	0	0
				Female%	33.3	0.0	0.0	33.3	0.0	0.0	0.0	0.0

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 22700

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2354	Teaching Associate AY	3	2	Male	3	1	0	0	2	0	0	0
				Female	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	19	7	Male	13	8	0	1	2	1	0	1
				Female	6	4	0	0	2	0	0	0
2360	Instr Fac AY	22	12	Male	16	8	1	0	7	0	0	0
				Female	6	2	0	0	4	0	0	0
Grand Total #		45	22	Male #	32	17	1	1	11	1	0	1
Grand Total %			48.9	Male %	71.1	37.8	2.2	2.2	24.4	2.2	0.0	2.2
				Female #	13	6	0	1	6	0	0	0
				Female%	28.9	13.3	0.0	2.2	13.3	0.0	0.0	0.0

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 22800

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1032	Admin Support Assistant 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1035	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358	Lecturer AY	34	8	Male	29	22	0	0	6	1	0	0
				Female	5	4	0	0	1	0	0	0
2360	Instr Fac AY	12	1	Male	9	8	0	0	1	0	0	0
				Female	3	3	0	0	0	0	0	0
2387	Grnt Rltd Spc Fnd Inst Fac AY	1	0	Male	1	1	0	0	0	0	0	0
				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
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 #		51	9	Male #	41	33	0	0	7	1	0	0
Grand Total %			17.6	Male %	80.4	64.7	0.0	0.0	13.7	2.0	0.0	0.0
				Female #	10	9	0	0	1	0	0	0
				Female%	19.6	17.6	0.0	0.0	2.0	0.0	0.0	0.0

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 23000

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2354	Teaching Associate AY	3	3	Male	2	0	0	0	1	0	0	1
				Female	1	0	0	0	1	0	0	0
1032	Admin Support Assistant 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1035	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358	Lecturer AY	24	6	Male	22	16	3	1	2	0	0	0
				Female	2	2	0	0	0	0	0	0
2360	Instr Fac AY	13	6	Male	10	5	2	0	3	0	0	0
				Female	3	2	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 #		43	15	Male #	35	22	5	1	6	0	0	1
Grand Total %			34.9	Male %	81.4	51.2	11.6	2.3	14.0	0.0	0.0	2.3
				Female #	8	6	0	0	2	0	0	0
				Female%	18.6	14.0	0.0	0.0	4.7	0.0	0.0	0.0

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 23100

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2354	Teaching Associate AY	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	
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	
2358	Lecturer AY	21	12	Male	20	9	0	4	6	0	0	1
				Female	1	0	0	0	1	0	0	
2360	Instr Fac AY	15	6	Male	12	8	0	1	3	0	0	0
				Female	3	1	1	0	1	0	0	
Grand Total #		38	20	Male #	34	17	0	7	9	0	0	1
Grand Total %			52.6	Male %	89.5	44.7	0.0	18.4	23.7	0.0	0.0	2.6
				Female #	4	1	1	0	2	0	0	0
				Female%	10.5	2.6	2.6	0.0	5.3	0.0	0.0	0.0

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 23400

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
1035	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0	0
2358	Lecturer AY	11	3	Male	11	8	0	0	1	1	1	0	0
				Female	0	0	0	0	0	0	0	0	0
2360	Instr Fac AY	5	0	Male	5	5	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
Grand Total #		17	4	Male #	16	13	0	0	1	1	1	0	0
Grand Total %			23.5	Male %	94.1	76.5	0.0	0.0	5.9	5.9	5.9	0.0	0.0
				Female #	1	0	1	0	0	0	0	0	0
				Female%	5.9	0.0	5.9	0.0	0.0	0.0	0.0	0.0	0.0

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 23500

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo	3	0	Male	1	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	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
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 #		7	2	Male #	3	2	1	0	0	0	0	0
Grand Total %			28.6	Male %	42.9	28.6	14.3	0.0	0.0	0.0	0.0	0.0
				Female #	4	3	0	1	0	0	0	0
				Female%	57.1	42.9	0.0	14.3	0.0	0.0	0.0	0.0

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 24600

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

Snapshot Date: 10/01/2019

Organizational Unit: 24800

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
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	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
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 25600

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	
2628	Credential Analyst I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3082	SSP II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	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
3084	SSP III	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
Grand Total #		6	4	Male #	1	0	0	1	0	0	0	0
Grand Total %			66.7	Male %	16.7	0.0	0.0	16.7	0.0	0.0	0.0	0.0
				Female #	5	2	0	2	1	0	0	0
				Female%	83.3	33.3	0.0	33.3	16.7	0.0	0.0	0.0

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 25700

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1032	Admin Support Assistant 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	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	70	17	Male	16	13	0	2	1	0	0	0
				Female	54	40	0	9	5	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
2360	Instr Fac AY	31	15	Male	8	2	1	2	3	0	0	0
				Female	23	14	1	4	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 #		105	35	Male #	24	15	1	4	4	0	0	0
Grand Total %			33.3	Male %	22.9	14.3	1.0	3.8	3.8	0.0	0.0	0.0
				Female #	81	55	2	14	9	1	0	0
				Female%	77.1	52.4	1.9	13.3	8.6	1.0	0.0	0.0

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 25900

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	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
2358	Lecturer AY	22	6	Male	10	6	2	1	1	0	0	0
				Female	12	10	0	1	1	0	0	0
2360	Instr Fac AY	24	9	Male	6	3	0	2	0	1	0	0
				Female	18	12	4	1	1	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
2481	Dept Chair 12 Mo	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		50	18	Male #	18	10	2	4	1	1	0	0
Grand Total %			36.0	Male %	36.0	20.0	4.0	8.0	2.0	2.0	0.0	0.0
				Female #	32	22	5	3	2	0	0	0
				Female%	64.0	44.0	10.0	6.0	4.0	0.0	0.0	0.0

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 26000

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
1032	Admin Support Assistant 12 Mo	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0	0
1035	Admin Support Coord 12 Mo	4	2	Male	0	0	0	0	0	0	0	0	0
				Female	4	2	0	1	0	1	0	0	0
2358	Lecturer AY	71	26	Male	12	6	2	2	2	0	0	0	0
				Female	59	39	4	10	4	1	0	1	0
7169	Interpreter II	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	1	0	0	0
2360	Instr Fac AY	25	10	Male	5	3	0	0	2	0	0	0	0
				Female	20	12	1	3	2	1	0	1	0
2481	Dept Chair 12 Mo	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
Grand Total #		103	40	Male #	17	9	2	2	4	0	0	0	
Grand Total %			38.8	Male %	16.5	8.7	1.9	1.9	3.9	0.0	0.0	0.0	
				Female #	86	54	6	14	6	4	0	2	
				Female%	83.5	52.4	5.8	13.6	5.8	3.9	0.0	1.9	

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 26200

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	Admin Analyst/Spclst 12 Mo	3	3	Male	0	0	0	0	0	0	0	0
				Female	3	0	1	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	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	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	2	1	0	0	0
				Female%	71.4	14.3	14.3	28.6	14.3	0.0	0.0	0.0

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 26300

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
2355	Graduate Assistant	8	6	Male	1	0	1	0	0	0	0	0	0
				Female	7	2	0	3	2	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	
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	
2358	Lecturer AY	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
2360	Instr Fac AY	4	2	Male	2	1	0	1	0	0	0	0	
				Female	2	1	0	1	0	0	0	0	
2361	Instr Fac 12 Mo	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
Grand Total #		16	10	Male #	4	2	1	1	0	0	0	0	
Grand Total %			62.5	Male %	25.0	12.5	6.3	6.3	0.0	0.0	0.0	0.0	
				Female #	12	4	0	5	3	0	0	0	
				Female%	75.0	25.0	0.0	31.3	18.8	0.0	0.0	0.0	

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California State University

Sacramento

Workforce Analysis

Snapshot Date: 10/01/2019

Organizational Unit: 27100

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1150	Instr Stdnt Asst	4	2	Male	3	2	0	0	1	0	0	0
				Female	1	0	1	0	0	0	0	0
Grand Total #		4	2	Male #	3	2	0	0	1	0	0	0
Grand Total %			50.0	Male %	75.0	50.0	0.0	0.0	25.0	0.0	0.0	0.0
				Female #	1	0	1	0	0	0	0	0
				Female%	25.0	0.0	25.0	0.0	0.0	0.0	0.0	0.0

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 27500

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1150	Instr Stdnt Asst	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	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	0	0	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
2358	Lecturer AY	23	9	Male	20	13	4	3	0	0	0	0
				Female	3	1	0	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	21	8	Male	9	4	1	1	3	0	0	0
				Female	12	9	1	0	1	1	0	0
2481	Dept Chair 12 Mo	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		51	22	Male #	30	17	6	4	3	0	0	0
Grand Total %			43.1	Male %	58.8	33.3	11.8	7.8	5.9	0.0	0.0	0.0
				Female #	21	12	2	4	1	1	0	1
				Female%	41.2	23.5	3.9	7.8	2.0	2.0	0.0	2.0

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 27700

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1032	Admin Support Assistant 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358	Lecturer AY	27	4	Male	17	14	2	1	0	0	0	0
				Female	10	9	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	10	2	Male	4	3	0	0	1	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 #		40	6	Male #	22	18	2	1	1	0	0	0
Grand Total %			15.0	Male %	55.0	45.0	5.0	2.5	2.5	0.0	0.0	0.0
				Female #	18	16	0	0	2	0	0	0
				Female%	45.0	40.0	0.0	0.0	5.0	0.0	0.0	0.0

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 27800

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1032	Admin Support Assistant 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1035	Admin Support Coord 12 Mo	3	0	Male	1	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2358	Lecturer AY	36	13	Male	15	10	1	2	1	0	0	1
				Female	21	13	5	1	0	2	0	0
3082	SSP II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2360	Instr Fac AY	27	14	Male	12	5	1	3	3	0	0	0
				Female	15	8	2	3	2	0	0	0
2359	Lecturer 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
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 #		70	27	Male #	29	17	2	5	4	0	0	1
Grand Total %			38.6	Male %	41.4	24.3	2.9	7.1	5.7	0.0	0.0	1.4
				Female #	41	26	7	4	2	2	0	0
				Female%	58.6	37.1	10.0	5.7	2.9	2.9	0.0	0.0

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 27900

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1150	Instr Stdnt Asst	10	6	Male	2	0	0	2	0	0	0	0
				Female	8	4	0	3	1	0	0	0
1030	Admin Support Assistant 10/12	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	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	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	27	1	Male	6	5	0	1	0	0	0	0
				Female	21	21	0	0	0	0	0	0
2360	Instr Fac AY	6	1	Male	0	0	0	0	0	0	0	0
				Female	6	5	1	0	0	0	0	0
7976	Speech Pathologist	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2361	Instr Fac 12 Mo	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	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 #		50	10	Male #	10	7	0	3	0	0	0	0
Grand Total %			20.0	Male %	20.0	14.0	0.0	6.0	0.0	0.0	0.0	0.0
				Female #	40	33	1	3	2	0	0	1
				Female%	80.0	66.0	2.0	6.0	4.0	0.0	0.0	2.0

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 28100

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1032	Admin Support Assistant 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
1035	Admin Support Coord 12 Mo	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	0	1	0	0	0	0
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
3086	SSP IV	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
420	Info Tech Consultant 12 Mo	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3306	Administrator III	2	1	Male	1	0	1	0	0	0	0	0
				Female	1	1	0	0	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 #		12	5	Male #	3	2	1	0	0	0	0	0
Grand Total %			41.7	Male %	25.0	16.7	8.3	0.0	0.0	0.0	0.0	0.0
				Female #	9	5	2	2	0	0	0	0
				Female%	75.0	41.7	16.7	16.7	0.0	0.0	0.0	0.0

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 28200

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1150	Instr Stdnt Asst	8	3	Male	4	4	0	0	0	0	0	0
				Female	4	1	0	1	1	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
3082	SSP II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358	Lecturer AY	6	0	Male	2	2	0	0	0	0	0	0
				Female	4	4	0	0	0	0	0	0
2360	Instr Fac AY	10	2	Male	8	6	0	2	0	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 #		28	6	Male #	16	13	0	2	0	0	0	1
Grand Total %			21.4	Male %	57.1	46.4	0.0	7.1	0.0	0.0	0.0	3.6
				Female #	12	9	0	1	1	0	0	1
				Female%	42.9	32.1	0.0	3.6	3.6	0.0	0.0	3.6

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 29100

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2354	Teaching Associate AY	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	0	0	0	0
1032	Admin Support Assistant 12 Mo	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	1	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
1514	Athletic Equipment Attendant I	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2632	Evaluator I	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2358	Lecturer AY	16	2	Male	7	6	0	1	0	0	0	0
				Female	9	8	0	1	0	0	0	0
2360	Instr Fac AY	15	5	Male	8	4	0	3	1	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	10	Male #	18	13	0	4	1	0	0	0
Grand Total %			25.6	Male %	46.2	33.3	0.0	10.3	2.6	0.0	0.0	0.0
				Female #	21	16	1	3	0	0	0	1
				Female%	53.8	41.0	2.6	7.7	0.0	0.0	0.0	2.6

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 29300

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2358	Lecturer AY	9	2	Male	2	2	0	0	0	0	0	0
				Female	7	5	0	1	0	0	0	1
3082	SSP II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2360	Instr Fac AY	7	1	Male	3	3	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 #		19	5	Male #	6	6	0	0	0	0	0	0
Grand Total %			26.3	Male %	31.6	31.6	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	13	8	0	3	1	0	0	1
				Female%	68.4	42.1	0.0	15.8	5.3	0.0	0.0	5.3

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 29800

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1032	Admin Support Assistant 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
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
1617	Instructional Support Tech II	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2358	Lecturer AY	56	16	Male	11	5	2	0	4	0	0	0
				Female	45	35	0	4	4	0	0	2
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
3082	SSP II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2360	Instr Fac AY	22	4	Male	1	1	0	0	0	0	0	0
				Female	21	17	0	2	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 #		86	24	Male #	13	6	3	0	4	0	0	0
Grand Total %			27.9	Male %	15.1	7.0	3.5	0.0	4.7	0.0	0.0	0.0
				Female #	73	56	0	8	7	0	0	2
				Female%	84.9	65.1	0.0	9.3	8.1	0.0	0.0	2.3

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 30500

Job Code	Job Title	Total		Total								
		EMP	MIN	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	
3084	SSP III	1	1	Male	0	0	0	0	0	0	0	
				Female	1	0	1	0	0	0	0	
1038	Admin Analyst/Spclst 12 Mo	1	0	Male	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	
Grand Total #		3	1	Male #	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	
				Female #	3	2	1	0	0	0	0	
				Female%	100.0	66.7	33.3	0.0	0.0	0.0	0.0	

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 31000

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358	Lecturer AY	12	0	Male	5	5	0	0	0	0	0	0
				Female	7	7	0	0	0	0	0	0
2360	Instr Fac AY	9	0	Male	6	6	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 #		23	0	Male #	12	12	0	0	0	0	0	0
Grand Total %			0.0	Male %	52.2	52.2	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	11	11	0	0	0	0	0	0
				Female%	47.8	47.8	0.0	0.0	0.0	0.0	0.0	0.0

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 31100

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
1035	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
1036	Admin Analyst/Spclst 10/12	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
Grand Total #		2	0	Male #	1	1	0	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	0.0
				Female #	1	1	0	0	0	0	0	0	0
				Female%	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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California State University

Sacramento

Snapshot Date: 10/01/2019

Workforce Analysis

Organizational Unit: 31200

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

Workforce Analysis

Snapshot Date: 10/01/2019

Organizational Unit: 31300

Job Code	Job Title	Total		Total								
		EMP	MIN	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

Workforce Analysis

Snapshot Date: 10/01/2019

Organizational Unit: 31400

Job Code	Job Title	Total		Total								
		EMP	MIN	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
		Grand Total %		0.0	Male %	100.0	100.0	0.0	0.0	0.0	0.0	0.0
					Female #	0	0	0	0	0	0	0
					Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 31500

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
1035	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1	0
1038	Admin Analyst/Splst 12 Mo	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
3318	Administrator I	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
3306	Administrator III	2	1	Male	1	0	0	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
3300	Administrator IV	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
Grand Total #		6	3	Male #	1	0	0	0	1	0	0	0	0
Grand Total %			50.0	Male %	16.7	0.0	0.0	0.0	16.7	0.0	0.0	0.0	0.0
				Female #	5	3	0	1	0	0	1	0	0
				Female%	83.3	50.0	0.0	16.7	0.0	0.0	16.7	0.0	0.0

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 31504

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1150	Instr Stdnt Asst	64	44	Male	25	5	1	7	8	0	0	4
				Female	39	15	5	14	5	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/Splclst 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		66	44	Male #	25	5	1	7	8	0	0	4
Grand Total %			66.7	Male %	37.9	7.6	1.5	10.6	12.1	0.0	0.0	6.1
				Female #	41	17	5	14	5	0	0	0
				Female%	62.1	25.8	7.6	21.2	7.6	0.0	0.0	0.0

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 32500

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
1150	Instr Stdnt Asst	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
1032	Admin Support Assistant 12 Mo	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
1033	Admin Support Coord 10/12	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
2354	Teaching Associate AY	11	3	Male	3	2	0	1	0	0	0	0	0
				Female	8	6	0	0	1	0	1	0	0
1578	Instructional Support Asst II	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
1617	Instructional Support Tech II	7	0	Male	2	2	0	0	0	0	0	0	0
				Female	5	5	0	0	0	0	0	0	0
2358	Lecturer AY	30	6	Male	14	12	0	0	1	1	0	0	0
				Female	16	12	0	2	2	0	0	0	0
1035	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
2360	Instr Fac AY	28	5	Male	15	13	1	0	1	0	0	0	0
				Female	13	10	1	1	1	0	0	0	0
2481	Dept Chair 12 Mo	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
Grand Total #		82	16	Male #	36	31	1	1	2	1	0	0	
Grand Total %			19.5	Male %	43.9	37.8	1.2	1.2	2.4	1.2	0.0	0.0	
				Female #	46	35	1	5	4	0	1	0	
				Female%	56.1	42.7	1.2	6.1	4.9	0.0	1.2	0.0	

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 33400

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1150	Instr Stdnt Asst	4	2	Male	1	0	1	0	0	0	0	0
				Female	3	2	0	1	0	0	0	
2354	Teaching Associate AY	8	3	Male	4	3	0	0	1	0	0	
				Female	4	2	0	1	1	0	0	
1032	Admin Support Assistant 12 Mo	1	1	Male	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	
1615	Instructional Support Tech I	1	1	Male	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	
1617	Instructional Support Tech II	3	2	Male	2	1	0	1	0	0	0	
				Female	1	0	0	0	0	0	1	
1035	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	
				Female	1	0	0	0	0	0	1	
2358	Lecturer AY	21	2	Male	14	12	0	0	2	0	0	
				Female	7	7	0	0	0	0	0	
1619	Instructional Support Tech III	1	0	Male	1	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	
2360	Instr Fac AY	16	2	Male	9	8	0	0	1	0	0	
				Female	7	6	0	1	0	0	0	
7024	Equip Tech III, Splized Equip	1	0	Male	1	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	
2481	Dept Chair 12 Mo	1	0	Male	1	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	
Grand Total #		58	14	Male #	33	27	1	1	4	0	0	
Grand Total %			24.1	Male %	56.9	46.6	1.7	1.7	6.9	0.0	0.0	
				Female #	25	17	0	3	3	0	2	
				Female%	43.1	29.3	0.0	5.2	5.2	0.0	3.4	

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 34200

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2355	Graduate Assistant	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1150	Instr Stdnt Asst	6	5	Male	4	0	0	1	3	0	0	0
				Female	2	1	0	0	1	0	0	0
2354	Teaching Associate AY	15	8	Male	9	3	0	3	3	0	0	0
				Female	6	4	0	2	0	0	0	0
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	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
2358	Lecturer AY	36	10	Male	26	20	0	0	4	0	0	2
				Female	10	6	0	1	3	0	0	0
2360	Instr Fac AY	30	7	Male	19	16	0	2	1	0	0	0
				Female	11	7	0	0	4	0	0	0
2481	Dept Chair 12 Mo	1	1	Male	1	0	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0
Grand Total #		92	34	Male #	61	40	0	7	11	0	0	3
Grand Total %			37.0	Male %	66.3	43.5	0.0	7.6	12.0	0.0	0.0	3.3
				Female #	31	18	0	3	10	0	0	0
				Female%	33.7	19.6	0.0	3.3	10.9	0.0	0.0	0.0

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 34900

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1577	Instructional Support Asst I	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	11	2	Male	9	7	0	0	2	0	0	0
				Female	2	2	0	0	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
2360	Instr Fac AY	11	1	Male	8	8	0	0	0	0	0	0
				Female	3	2	0	1	0	0	0	0
Grand Total #		25	4	Male #	18	16	0	0	2	0	0	0
Grand Total %			16.0	Male %	72.0	64.0	0.0	0.0	8.0	0.0	0.0	0.0
				Female #	7	5	1	1	0	0	0	0
				Female%	28.0	20.0	4.0	4.0	0.0	0.0	0.0	0.0

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 35600

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2354	Teaching Associate AY	5	1	Male	2	1	0	1	0	0	0	0
				Female	3	3	0	0	0	0	0	
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	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358	Lecturer AY	7	1	Male	3	2	0	0	1	0	0	0
				Female	4	4	0	0	0	0	0	0
2360	Instr Fac AY	7	1	Male	4	3	0	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	4	Male #	10	7	0	1	2	0	0	0
Grand Total %			18.2	Male %	45.5	31.8	0.0	4.5	9.1	0.0	0.0	0.0
				Female #	12	11	0	0	1	0	0	0
				Female%	54.5	50.0	0.0	0.0	4.5	0.0	0.0	0.0

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California State University

Sacramento

Workforce Analysis

Snapshot Date: 10/01/2019

Organizational Unit: 36300

Job Code	Job Title	Total		Total								
		EMP	MIN	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	
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
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 37400

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1032	Admin Support Assistant 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1615	Instructional Support Tech I	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
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	2	Male	2	2	0	0	0	0	0	0
				Female	11	9	0	0	1	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	15	3	Male	9	7	1	0	1	0	0	0
				Female	6	5	0	1	0	0	0	0
Grand Total #		33	6	Male #	11	9	1	0	1	0	0	0
Grand Total %			18.2	Male %	33.3	27.3	3.0	0.0	3.0	0.0	0.0	0.0
				Female #	22	18	0	2	1	1	0	0
				Female%	66.7	54.5	0.0	6.1	3.0	3.0	0.0	0.0

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California State University

Sacramento

Workforce Analysis

Snapshot Date: 10/01/2019

Organizational Unit: 37600

Job Code	Job Title	Total		Total								
		EMP	MIN	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
		Grand Total #	1	1	Male #	1	0	1	0	0	0	0
		Grand Total %		100.0	Male %	100.0	0.0	100.0	0.0	0.0	0.0	0.0
					Female #	0	0	0	0	0	0	0
					Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 37700

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2358	Lecturer AY	10	2	Male	7	6	0	0	1	0	0	0
				Female	3	2	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	14	4	Male	9	6	1	0	2	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 #		26	7	Male #	17	13	1	0	3	0	0	0
Grand Total %			26.9	Male %	65.4	50.0	3.8	0.0	11.5	0.0	0.0	0.0
				Female #	9	6	0	0	2	0	0	1
				Female%	34.6	23.1	0.0	0.0	7.7	0.0	0.0	3.8

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 37800

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358	Lecturer AY	8	1	Male	5	4	1	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
2360	Instr Fac AY	3	0	Male	2	2	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 #		13	1	Male #	8	7	1	0	0	0	0	0
Grand Total %			7.7	Male %	61.5	53.8	7.7	0.0	0.0	0.0	0.0	0.0
				Female #	5	5	0	0	0	0	0	0
				Female%	38.5	38.5	0.0	0.0	0.0	0.0	0.0	0.0

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California State University

Sacramento

Snapshot Date: 10/01/2019

Workforce Analysis

Organizational Unit: 37900

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2358	Lecturer AY	14	13	Male	6	1	3	0	2	0	0	0
				Female	8	0	1	1	4	1	0	1
2360	Instr Fac AY	10	10	Male	4	0	1	0	2	1	0	0
				Female	6	0	1	3	1	1	0	0
Grand Total #		24	23	Male #	10	1	4	0	4	1	0	0
Grand Total %			95.8	Male %	41.7	4.2	16.7	0.0	16.7	4.2	0.0	0.0
				Female #	14	0	2	4	5	2	0	1
				Female%	58.3	0.0	8.3	16.7	20.8	8.3	0.0	4.2

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 38000

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
1578	Instructional Support Asst II	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
1035	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
2358	Lecturer AY	24	7	Male	6	4	1	1	0	0	0	0	
				Female	18	13	2	1	1	0	0	1	
2360	Instr Fac AY	12	5	Male	2	1	0	0	0	1	0	0	
				Female	10	6	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 #		39	12	Male #	8	5	1	1	0	1	0	0	
Grand Total %			30.8	Male %	20.5	12.8	2.6	2.6	0.0	2.6	0.0	0.0	
				Female #	31	22	2	1	5	0	0	1	
				Female%	79.5	56.4	5.1	2.6	12.8	0.0	0.0	2.6	

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 38200

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
1035	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
2358	Lecturer AY	8	0	Male	0	0	0	0	0	0	0	0	0
				Female	8	8	0	0	0	0	0	0	0
2360	Instr Fac AY	3	0	Male	0	0	0	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0	0
Grand Total #		12	0	Male #	0	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	0.0
				Female #	12	12	0	0	0	0	0	0	0
				Female%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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California State University

Sacramento

Workforce Analysis

Snapshot Date: 10/01/2019

Organizational Unit: 38201

Job Code	Job Title	Total		Total								
		EMP	MIN	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
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 38300

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1030	Admin Support Assistant 10/12	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	
2358	Lecturer AY	18	1	Male	14	14	0	0	0	0	0	
				Female	4	3	0	0	1	0	0	
1035	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	
2360	Instr Fac AY	19	4	Male	12	10	1	0	0	0	0	1
				Female	7	5	0	2	0	0	0	0
Grand Total #		39	5	Male #	26	24	1	0	0	0	0	1
Grand Total %			12.8	Male %	66.7	61.5	2.6	0.0	0.0	0.0	0.0	2.6
				Female #	13	10	0	2	1	0	0	0
				Female%	33.3	25.6	0.0	5.1	2.6	0.0	0.0	0.0

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California State University

Sacramento

Snapshot Date: 10/01/2019

Workforce Analysis

Organizational Unit: 38500

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358	Lecturer AY	3	1	Male	3	2	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2360	Instr Fac AY	4	1	Male	2	2	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0
2387	Grnt Rltd Spc Fnd Inst Fac AY	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	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		10	3	Male #	6	4	0	1	1	0	0	0
Grand Total %			30.0	Male %	60.0	40.0	0.0	10.0	10.0	0.0	0.0	0.0
				Female #	4	3	0	0	1	0	0	0
				Female%	40.0	30.0	0.0	0.0	10.0	0.0	0.0	0.0

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 38600

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2354	Teaching Associate AY	4	0	Male	1	1	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	
1150	Instr Stdnt Asst	8	7	Male	4	1	0	2	1	0	0	0
				Female	4	0	1	2	0	0	0	1
1032	Admin Support Assistant 12 Mo	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	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	1	0	0	0	0	0
2358	Lecturer AY	20	3	Male	5	5	0	0	0	0	0	0
				Female	15	12	0	0	3	0	0	0
2360	Instr Fac AY	23	6	Male	10	6	0	1	3	0	0	0
				Female	13	11	1	1	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 #		59	17	Male #	21	14	0	3	4	0	0	0
Grand Total %			28.8	Male %	35.6	23.7	0.0	5.1	6.8	0.0	0.0	0.0
				Female #	38	28	3	3	3	0	0	1
				Female%	64.4	47.5	5.1	5.1	5.1	0.0	0.0	1.7

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 38700

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
2358	Lecturer AY	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3084	SSP III	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
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 38900

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1033	Admin Support Coord 10/12	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	
2358	Lecturer AY	2	1	Male	0	0	0	0	0	0	0	
				Female	2	1	1	0	0	0	0	
2360	Instr Fac AY	3	1	Male	1	1	0	0	0	0	0	
				Female	2	1	1	0	0	0	0	
2482	Dept Chair AY	1	1	Male	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	
Grand Total #		7	3	Male #	1	1	0	0	0	0	0	
Grand Total %			42.9	Male %	14.3	14.3	0.0	0.0	0.0	0.0	0.0	
				Female #	6	3	2	0	1	0	0	
				Female%	85.7	42.9	28.6	0.0	14.3	0.0	0.0	

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California State University

Sacramento

Workforce Analysis

Snapshot Date: 10/01/2019

Organizational Unit: 39001

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2360	Instr FacAY	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
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 39100

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1032	Admin Support Assistant 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3079	SSP I	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3082	SSP II	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
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 #		4	4	Male #	2	0	0	2	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 #	2	0	0	2	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
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 39102

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3082	SSP II	1	1	Male	1	0	0	1	0	0	0	0
				Female	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
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 39200

Job Code	Job Title	Total		Total								
		EMP	MIN	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	
1038	Admin Analyst/Splst 12 Mo	2	1	Male	1	1	0	0	0	0	0	
				Female	1	0	1	0	0	0	0	
3084	SSP III	1	1	Male	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	
3306	Administrator III	2	2	Male	0	0	0	0	0	0	0	
				Female	2	0	1	0	1	0	0	
3300	Administrator IV	1	0	Male	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	
Grand Total #		9	5	Male #	2	1	0	1	0	0	0	
Grand Total %			55.6	Male %	22.2	11.1	0.0	11.1	0.0	0.0	0.0	
				Female #	7	3	2	1	1	0	0	
				Female%	77.8	33.3	22.2	11.1	11.1	0.0	0.0	

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California State University

Sacramento

Workforce Analysis

Snapshot Date: 10/01/2019

Organizational Unit: 39300

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

Workforce Analysis

Snapshot Date: 10/01/2019

Organizational Unit: 40300

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
420	Info Tech Consultant 12 Mo	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	
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
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 40900

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1
2358	Lecturer AY	16	4	Male	8	6	0	1	1	0	0	0
				Female	8	6	0	1	1	0	0	0
2360	Instr Fac AY	15	9	Male	6	3	0	1	2	0	0	0
				Female	9	3	1	1	3	0	0	1
Grand Total #		32	14	Male #	14	9	0	2	3	0	0	0
Grand Total %			43.8	Male %	43.8	28.1	0.0	6.3	9.4	0.0	0.0	0.0
				Female #	18	9	1	2	4	0	0	2
				Female%	56.3	28.1	3.1	6.3	12.5	0.0	0.0	6.3

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California State University

Sacramento

Snapshot Date: 10/01/2019

Workforce Analysis

Organizational Unit: 41000

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
2388	Grnt Rltd Spc Fnd Inst Fac 12m	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
Grand Total #		1	0	Male #	0	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	0.0
				Female #	1	1	0	0	0	0	0	0	0
				Female%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 41600

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2887	Library Services Spec II	7	6	Male	2	0	0	1	1	0	0	0
				Female	5	1	0	4	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
2888	Library Services Spec III	6	3	Male	2	0	0	1	1	0	0	0
				Female	4	3	0	0	0	0	0	1
2889	Library Services Spec IV	7	2	Male	2	1	0	1	0	0	0	0
				Female	5	4	0	1	0	0	0	0
2920	Librarian 12 Mo	21	8	Male	6	4	0	0	2	0	0	0
				Female	15	9	2	0	4	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	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2919	Librarian 10 Mo	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3306	Administrator III	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
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 #		53	20	Male #	16	9	0	3	4	0	0	0
Grand Total %			37.7	Male %	30.2	17.0	0.0	5.7	7.5	0.0	0.0	0.0
				Female #	37	24	2	6	4	0	0	1
				Female%	69.8	45.3	3.8	11.3	7.5	0.0	0.0	1.9

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 42300

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
1035	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	5	1	Male	1	1	0	0	0	0	0	0	
				Female	4	3	1	0	0	0	0	0	
420	Info Tech Consultant 12 Mo	37	11	Male	29	20	1	3	5	0	0	0	
				Female	8	6	0	2	0	0	0	0	
410	Operating Sys Analyst 12 Mo	14	3	Male	10	9	0	0	0	0	0	1	
				Female	4	2	0	1	1	0	0	0	
400	Analyst/Programmer 12 Mo	21	8	Male	17	10	0	1	6	0	0	0	
				Female	4	3	0	0	1	0	0	0	
430	Network Analyst 12 Mo	6	0	Male	6	6	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
3318	Administrator I	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	0	
3312	Administrator II	8	1	Male	6	6	0	0	0	0	0	0	
				Female	2	1	0	0	1	0	0	0	
3306	Administrator III	2	0	Male	2	2	0	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 #		96	26	Male #	71	54	1	4	11	0	0	1	
Grand Total %			27.1	Male %	74.0	56.3	1.0	4.2	11.5	0.0	0.0	1.0	
				Female #	25	16	2	3	4	0	0	0	
				Female%	26.0	16.7	2.1	3.1	4.2	0.0	0.0	0.0	

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 43400

Job Code	Job Title	Total		Total								
		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	1	0	0	0	0
810	Media Prod Spec 12 Mo	5	1	Male	3	2	0	1	0	0	0	0
				Female	2	2	0	0	0	0	0	0
820	Graphic Designer 12 Mo	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	1	0	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0
Grand Total #		10	4	Male #	6	3	0	1	1	0	0	1
Grand Total %			40.0	Male %	60.0	30.0	0.0	10.0	10.0	0.0	0.0	10.0
				Female #	4	3	0	1	0	0	0	0
				Female%	40.0	30.0	0.0	10.0	0.0	0.0	0.0	0.0

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 45000

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1032	Admin Support Assistant 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1038	Admin Analyst/Splclst 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	1	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
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 #		4	2	Male #	1	1	0	0	0	0	0	0
Grand Total %			50.0	Male %	25.0	25.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	3	1	0	0	1	0	1	0
				Female%	75.0	25.0	0.0	0.0	25.0	0.0	25.0	0.0

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California State University

Sacramento

Workforce Analysis

Snapshot Date: 10/01/2019

Organizational Unit: 46200

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3318	Administrator I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	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
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 46700

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1148	Presidential Aide	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
1176	Cnfdntl Admin Support 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	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	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
2977	President	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 #	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	2	0	0	0	0
				Female%	87.5	62.5	0.0	25.0	0.0	0.0	0.0	0.0

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California State University

Sacramento

Snapshot Date: 10/01/2019

Workforce Analysis

Organizational Unit: 46900

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1170	Cnfdntl Office Support 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3318	Administrator I	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	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 #		3	3	Male #	1	0	1	0	0	0	0	0
Grand Total %			100.0	Male %	33.3	0.0	33.3	0.0	0.0	0.0	0.0	0.0
				Female #	2	0	1	1	0	0	0	0
				Female%	66.7	0.0	33.3	33.3	0.0	0.0	0.0	0.0

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 47600

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

Snapshot Date: 10/01/2019

Organizational Unit: 47700

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
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
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 47800

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1740	Accounting Technician III	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	0	1	0	0
1762	Accountant I	3	2	Male	0	0	0	0	0	0	0	0
				Female	3	1	1	0	1	0	0	0
4555	Accountant II	3	0	Male	1	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
4556	Accountant III	2	1	Male	1	0	0	0	1	0	0	0
				Female	1	1	0	0	0	0	0	0
1038	Admin Analyst/Splclst 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3318	Administrator I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3312	Administrator II	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
Grand Total #		14	6	Male #	3	2	0	0	1	0	0	0
Grand Total %			42.9	Male %	21.4	14.3	0.0	0.0	7.1	0.0	0.0	0.0
				Female #	11	6	2	1	1	1	0	0
				Female%	78.6	42.9	14.3	7.1	7.1	7.1	0.0	0.0

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 47900

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1032	Admin Support Assistant 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
1038	Admin Analyst/Splclst 12 Mo	5	1	Male	1	0	0	0	1	0	0	0
				Female	4	4	0	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
Grand Total #		8	3	Male #	1	0	0	0	1	0	0	0
Grand Total %			37.5	Male %	12.5	0.0	0.0	0.0	12.5	0.0	0.0	0.0
				Female #	7	5	1	0	1	0	0	0
				Female%	87.5	62.5	12.5	0.0	12.5	0.0	0.0	0.0

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 48000

Job Code	Job Title	Total		Total								
		EMP	MIN	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	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
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	1	0	0	0	0	0
				Female%	75.0	50.0	25.0	0.0	0.0	0.0	0.0	0.0

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**California State University
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Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 48100

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1740	Accounting Technician III	3	2	Male	0	0	0	0	0	0	0	0
				Female	3	1	1	1	0	0	0	
1762	Accountant I	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
1038	Admin Analyst/Splst 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	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		7	5	Male #	1	0	0	0	1	0	0	0
Grand Total %			71.4	Male %	14.3	0.0	0.0	0.0	14.3	0.0	0.0	0.0
				Female #	6	2	1	2	0	0	0	1
				Female%	85.7	28.6	14.3	28.6	0.0	0.0	0.0	14.3

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 48300

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
1035	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
1176	Cnfdntl Admin Support 12 Mo	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0	0
3312	Administrator II	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
Grand Total #		3	1	Male #	0	0	0	0	0	0	0	0	0
Grand Total %			33.3	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	3	2	1	0	0	0	0	0	0
				Female%	100.0	66.7	33.3	0.0	0.0	0.0	0.0	0.0	0.0

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 48400

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1032	Admin Support Assistant 12 Mo	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	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
1741	Accounting Technician II	3	2	Male	0	0	0	0	0	0	0	0
				Female	3	1	1	0	1	0	0	0
3082	SSP II	3	2	Male	1	1	0	0	0	0	0	0
				Female	2	0	0	1	1	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
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 #		14	10	Male #	2	1	0	1	0	0	0	0
Grand Total %			71.4	Male %	14.3	7.1	0.0	7.1	0.0	0.0	0.0	0.0
				Female #	12	3	2	3	4	0	0	0
				Female%	85.7	21.4	14.3	21.4	28.6	0.0	0.0	0.0

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Sacramento

Snapshot Date: 10/01/2019

Workforce Analysis

Organizational Unit: 49000

Job Code	Job Title	Total		Total								
		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	
3312	Administrator II	2	2	Male	2	0	1	0	0	0	0	1
				Female	0	0	0	0	0	0	0	
Grand Total #		3	3	Male #	2	0	1	0	0	0	0	1
Grand Total %			100.0	Male %	66.7	0.0	33.3	0.0	0.0	0.0	0.0	33.3
				Female #	1	0	0	0	1	0	0	0
				Female%	33.3	0.0	0.0	0.0	33.3	0.0	0.0	0.0

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 49100

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
1032	Admin Support Assistant 12 Mo	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
1035	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	6	3	Male	2	1	1	0	0	0	0	0	0
				Female	4	2	0	0	2	0	0	0	0
4791	Buyer I	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0	0
4794	Buyer III	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
4792	Buyer II	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
3312	Administrator II	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
Grand Total #		12	6	Male #	4	3	1	0	0	0	0	0	0
Grand Total %			50.0	Male %	33.3	25.0	8.3	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	8	3	2	1	2	0	0	0	0
				Female%	66.7	25.0	16.7	8.3	16.7	0.0	0.0	0.0	0.0

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 49200

Job Code	Job Title	Total		Total								
		EMP	MIN	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	
1509	Stock Clerk	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	
1553	Inventory Clerk	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	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	
1038	Admin Analyst/Splclst 12 Mo	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
Grand Total #		6	2	Male #	6	4	0	1	1	0	0	0
Grand Total %			33.3	Male %	100.0	66.7	0.0	16.7	16.7	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
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 49300

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1505	Mail Clerk	4	3	Male	4	1	3	0	0	0	0	0
				Female	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 #		5	3	Male #	4	1	3	0	0	0	0	0
Grand Total %			60.0	Male %	80.0	20.0	60.0	0.0	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
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 49400

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1481	Reprographics Specialist II	2	1	Male	1	0	1	0	0	0	0	0
				Female	1	1	0	0	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	
820	Graphic Designer 12 Mo	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	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	
Grand Total #		7	3	Male #	4	1	1	0	0	0	0	2
Grand Total %			42.9	Male %	57.1	14.3	14.3	0.0	0.0	0.0	0.0	28.6
				Female #	3	3	0	0	0	0	0	0
				Female%	42.9	42.9	0.0	0.0	0.0	0.0	0.0	0.0

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California State University

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Workforce Analysis

Snapshot Date: 10/01/2019

Organizational Unit: 49500

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

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 49900

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
8812	Parking Officer 10/12	5	2	Male	5	3	0	2	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	
8810	Parking Officer 12 Mo	6	4	Male	6	2	1	3	0	0	0	0	
				Female	0	0	0	0	0	0	0		
1032	Admin Support Assistant 12 Mo	6	3	Male	3	1	0	1	0	0	0	1	
				Female	3	2	1	0	0	0	0		
1035	Admin Support Coord 12 Mo	2	2	Male	1	0	0	1	0	0	0	0	
				Female	1	0	0	1	0	0	0		
1038	Admin Analyst/Splst 12 Mo	2	2	Male	1	0	0	1	0	0	0	0	
				Female	1	0	0	1	0	0	0		
3318	Administrator I	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0		
Grand Total #		22	13	Male #	17	7	1	8	0	0	0	1	
Grand Total %			59.1	Male %	77.3	31.8	4.5	36.4	0.0	0.0	0.0	4.5	
				Female #	5	2	1	2	0	0	0	0	
				Female%	22.7	9.1	4.5	9.1	0.0	0.0	0.0	0.0	

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California State University

Sacramento

Workforce Analysis

Snapshot Date: 10/01/2019

Organizational Unit: 50000

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
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
1038	Admin Analyst/Spclst 12 Mo	2	1	Male	2	1	0	0	1	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
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 51600

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	Admin Analyst/Spclst 12 Mo	5	4	Male	0	0	0	0	0	0	0	0
				Female	5	1	1	0	3	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	
3312	Administrator II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	
3306	Administrator III	3	0	Male	3	3	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
Grand Total #		10	5	Male #	4	3	0	1	0	0	0	0
Grand Total %			50.0	Male %	40.0	30.0	0.0	10.0	0.0	0.0	0.0	0.0
				Female #	6	2	1	0	3	0	0	0
				Female%	60.0	20.0	10.0	0.0	30.0	0.0	0.0	0.0

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 51700

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

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 51800

Job Code	Job Title	Total		Total								
		EMP	MIN	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: 10/01/2019

Workforce Analysis

Organizational Unit: 52500

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
6534	Sprvsng Electrician	1	1	Male	1	0	0	0	1	0	0	0
				Female	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	
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
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 52501

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
6250	Facilities Worker I	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	
6251	Facilities Worker II	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	
6533	Electrician	4	1	Male	4	3	0	0	0	0	1	0
				Female	0	0	0	0	0	0	0	
6532	Lead Electrician	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
Grand Total #		7	3	Male #	7	4	0	1	1	0	1	0
Grand Total %			42.9	Male %	100.0	57.1	0.0	14.3	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
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 52502

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
6642	Locksmith	2	0	Male	2	2	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
6251	Facilities Worker II	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
6644	Supervising Locksmith	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
Grand Total #		4	0	Male #	4	4	0	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	0.0
				Female #	0	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	0.0

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California State University

Sacramento

Snapshot Date: 10/01/2019

Workforce Analysis

Organizational Unit: 52503

Job Code	Job Title	Total		Total								
		EMP	MIN	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
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 52504

Job Code	Job Title	Total		Total								
		EMP	MIN	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	
6251	Facilities Worker II	2	2	Male	2	0	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	
6476	Carpenter	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
6940	Facilities Maintenance Mech	3	0	Male	3	3	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
6265	Facilities Project Supv	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	
Grand Total #		10	4	Male #	10	6	0	3	1	0	0	0
Grand Total %			40.0	Male %	100.0	60.0	0.0	30.0	10.0	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
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 52505

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
6526	Painter	4	2	Male	4	2	0	2	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
6524	Sprvsng Painter	1	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
Grand Total #		5	3	Male #	5	2	0	3	0	0	0	0	0
Grand Total %			60.0	Male %	100.0	40.0	0.0	60.0	0.0	0.0	0.0	0.0	0.0
				Female #	0	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	0.0

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California State University

Sacramento

Workforce Analysis

Snapshot Date: 10/01/2019

Organizational Unit: 52506

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
6549	Plumber	3	1	Male	3	2	0	1	0	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 #		4	1	Male #	4	3	0	1	0	0	0	0	
Grand Total %			25.0	Male %	100.0	75.0	0.0	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
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 52600

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2010	Custodian	65	53	Male	40	10	3	2	24	0	0	1
				Female	25	2	0	10	12	0	1	0
2015	Lead Custodian	7	4	Male	6	3	1	1	1	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
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 #		74	59	Male #	48	13	5	3	26	0	0	1
Grand Total %			79.7	Male %	64.9	17.6	6.8	4.1	35.1	0.0	0.0	1.4
				Female #	26	2	0	10	13	0	1	0
				Female%	35.1	2.7	0.0	13.5	17.6	0.0	1.4	0.0

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 52700

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1038	Admin Analyst/Splclst 12 Mo	7	3	Male	4	3	0	0	1	0	0	0
				Female	3	1	0	0	2	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
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
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 52800

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
731	Groundswoker	9	5	Male	9	4	0	5	0	0	0	0
				Female	0	0	0	0	0	0	0	
745	Gardening Specialist	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	
735	Irrigation Specialist	2	1	Male	2	1	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	
726	Lead Groundswoker	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
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	
3318	Administrator I	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
Grand Total #		16	7	Male #	16	9	0	6	1	0	0	0
Grand Total %			43.8	Male %	100.0	56.3	0.0	37.5	6.3	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

Workforce Analysis

Snapshot Date: 10/01/2019

Organizational Unit: 52900

Job Code	Job Title	Total		Total								
		EMP	MIN	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	
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: 10/01/2019

Workforce Analysis

Organizational Unit: 53100

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

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 54100

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2010	Custodian	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	
731	Groundswoker	2	2	Male	2	0	0	1	1	0	0	0
				Female	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	
Grand Total #		5	3	Male #	3	1	0	1	1	0	0	0
Grand Total %			60.0	Male %	60.0	20.0	0.0	20.0	20.0	0.0	0.0	0.0
				Female #	2	1	0	0	1	0	0	0
				Female%	40.0	20.0	0.0	0.0	20.0	0.0	0.0	0.0

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 54200

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
1506	Storekeeper I	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
1035	Admin Support Coord 12 Mo	2	1	Male	1	0	0	0	0	0	0	0	1
				Female	1	1	0	0	0	0	0	0	0
6223	Laborer	1	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
3318	Administrator I	3	1	Male	2	2	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0	0
3312	Administrator II	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
Grand Total #		8	3	Male #	6	4	0	1	0	0	0	0	1
Grand Total %			37.5	Male %	75.0	50.0	0.0	12.5	0.0	0.0	0.0	0.0	12.5
				Female #	2	1	1	0	0	0	0	0	0
				Female%	25.0	12.5	12.5	0.0	0.0	0.0	0.0	0.0	0.0

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 54400

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
6223	Laborer	2	2	Male	2	0	1	0	1	0	0	0	
				Female	0	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	3	Male #	3	0	1	1	1	0	0	0	
Grand Total %			100.0	Male %	100.0	0.0	33.3	33.3	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
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 54500

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
6251	Facilities Worker II	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	
6702	Building Service Engineer	9	3	Male	9	6	1	2	0	0	0	0
				Female	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	
6260	Facilities Cntrl Specialist	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	
6700	Sprvsng Building Svc Engnr	1	1	Male	1	0	1	0	0	0	0	0
				Female	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	
400	Analyst/Programmer 12 Mo	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
Grand Total #		15	6	Male #	15	9	2	4	0	0	0	0
Grand Total %			40.0	Male %	100.0	60.0	13.3	26.7	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

Workforce Analysis

Snapshot Date: 10/01/2019

Organizational Unit: 54800

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

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 56200

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1928	Senior Data Control Technician	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	3	3	Male	0	0	0	0	0	0	0	0
				Female	3	0	0	3	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	4	3	Male	2	0	0	1	0	0	0	1
				Female	2	1	0	0	1	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 #		11	9	Male #	2	0	0	1	0	0	0	1
Grand Total %			81.8	Male %	18.2	0.0	0.0	9.1	0.0	0.0	0.0	9.1
				Female #	9	2	0	6	1	0	0	0
				Female%	81.8	18.2	0.0	54.5	9.1	0.0	0.0	0.0

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California State University

Sacramento

Workforce Analysis

Snapshot Date: 10/01/2019

Organizational Unit: 57300

Job Code	Job Title	Total		Total								
		EMP	MIN	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
		Grand Total #	2	Male #	1	1	0	0	0	0	0	0
		Grand Total %		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

Workforce Analysis

Snapshot Date: 10/01/2019

Organizational Unit: 58300

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

Snapshot Date: 10/01/2019

Organizational Unit: 58400

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

Workforce Analysis

Snapshot Date: 10/01/2019

Organizational Unit: 58500

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	Admin Analyst/Spclst 12 Mo	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
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
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 58800

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo	2	1	Male	1	0	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	
1038	Admin Analyst/Spclst 12 Mo	3	1	Male	2	1	0	1	0	0	0	0
				Female	1	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	
Grand Total #		6	2	Male #	4	2	0	2	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 #	2	2	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
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 58900

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1100	Payroll Technician I	2	2	Male	1	0	0	1	0	0	0	0
				Female	1	0	0	0	1	0	0	
1101	Payroll Technician II	1	0	Male	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0		
1035	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	
				Female	1	0	1	0	0	0		
1102	Payroll Technician III	3	0	Male	1	1	0	0	0	0	0	
				Female	2	2	0	0	0	0		
1038	Admin Analyst/Splst 12 Mo	1	0	Male	1	1	0	0	0	0	0	
				Female	0	0	0	0	0	0		
3312	Administrator II	1	0	Male	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0		
Grand Total #		9	3	Male #	3	2	0	1	0	0	0	
Grand Total %			33.3	Male %	33.3	22.2	0.0	11.1	0.0	0.0	0.0	
				Female #	6	4	1	0	1	0	0	
				Female%	66.7	44.4	11.1	0.0	11.1	0.0	0.0	

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 59000

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

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California State University

Sacramento

Snapshot Date: 10/01/2019

Workforce Analysis

Organizational Unit: 59100

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1176	Cnfdntl Admin Support 12 Mo	3	2	Male	0	0	0	0	0	0	0	0
				Female	3	1	0	1	1	0	0	
3312	Administrator II	1	0	Male	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	
Grand Total #		4	2	Male #	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	
				Female #	4	2	0	1	1	0	0	
				Female%	100.0	50.0	0.0	25.0	25.0	0.0	0.0	

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California State University

Sacramento

Snapshot Date: 10/01/2019

Workforce Analysis

Organizational Unit: 59200

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

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California State University

Sacramento

Snapshot Date: 10/01/2019

Workforce Analysis

Organizational Unit: 59800

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
1176	Cnfdntl Admin Support 12 Mo	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
3300	Administrator IV	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
Grand Total #		2	0	Male #	1	1	0	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	0.0
				Female #	1	1	0	0	0	0	0	0	0
				Female%	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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California State University

Sacramento

Workforce Analysis

Snapshot Date: 10/01/2019

Organizational Unit: 60401

Job Code	Job Title	Total		Total								
		EMP	MIN	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
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
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 60402

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3082	SSP II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	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	
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	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
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 60500

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3318	Administrator I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
1038	Admin Analyst/Splst 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	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 #	2	1	0	0	1	0	0	0
Grand Total %			50.0	Male %	50.0	25.0	0.0	0.0	25.0	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
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 60600

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

Snapshot Date: 10/01/2019

Organizational Unit: 60900

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
3079	SSP I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3082	SSP II	2	1	Male	1	0	0	1	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
3318	Administrator I	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1038	Admin Analyst/Splst 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	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	3	1	0	0	0	0
				Female%	85.7	28.6	42.9	14.3	0.0	0.0	0.0	0.0

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California State University

Sacramento

Snapshot Date: 10/01/2019

Workforce Analysis

Organizational Unit: 60901

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3079	SSP I	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
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 61000

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3071	SSP Academic Related I AY	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3070	SSP Academic Related I 12 Mo	11	7	Male	4	1	0	1	1	0	0	1
				Female	7	3	2	1	1	0	0	0
3073	SSP Academic Related II AY	2	1	Male	1	1	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	
3072	SSP Academic Related II 12 Mo	2	1	Male	1	0	0	0	1	0	0	
				Female	1	1	0	0	0	0	0	
3312	Administrator II	1	0	Male	1	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	
Grand Total #		17	10	Male #	7	3	0	1	2	0	0	
Grand Total %			58.8	Male %	41.2	17.6	0.0	5.9	11.8	0.0	0.0	
				Female #	10	4	2	3	1	0	0	
				Female%	58.8	23.5	11.8	17.6	5.9	0.0	0.0	

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California State University

Sacramento

Workforce Analysis

Snapshot Date: 10/01/2019

Organizational Unit: 61400

Job Code	Job Title	Total		Total								
		EMP	MIN	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	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
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 61401

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3082	SSP II	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

Workforce Analysis

Snapshot Date: 10/01/2019

Organizational Unit: 61402

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3082	SSP II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	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: 10/01/2019

Workforce Analysis

Organizational Unit: 61403

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

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 61500

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
1035	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	1	0	
3079	SSP I	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
3082	SSP II	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	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	1	1	0	1	0	
				Female%	100.0	0.0	0.0	33.3	33.3	0.0	33.3	0.0	

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 61600

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
1035	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
3082	SSP II	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
3084	SSP III	5	3	Male	1	0	0	1	0	0	0	0	0
				Female	4	2	1	0	1	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
3086	SSP IV	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
3312	Administrator II	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
Grand Total #		10	3	Male #	1	0	0	1	0	0	0	0	0
Grand Total %			30.0	Male %	10.0	0.0	0.0	10.0	0.0	0.0	0.0	0.0	0.0
				Female #	9	7	1	0	1	0	0	0	0
				Female%	90.0	70.0	10.0	0.0	10.0	0.0	0.0	0.0	0.0

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 62100

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	Admin Analyst/Spclst 12 Mo	4	0	Male	1	1	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
3086	SSP IV	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3312	Administrator II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		6	0	Male #	1	1	0	0	0	0	0	0
Grand Total %			0.0	Male %	16.7	16.7	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	5	5	0	0	0	0	0	0
				Female%	83.3	83.3	0.0	0.0	0.0	0.0	0.0	0.0

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 62106

Job Code	Job Title	Total		Total								
		EMP	MIN	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: 10/01/2019

Workforce Analysis

Organizational Unit: 62200

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

Workforce Analysis

Snapshot Date: 10/01/2019

Organizational Unit: 62201

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3082	SSP II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
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: 10/01/2019

Workforce Analysis

Organizational Unit: 62300

Job Code	Job Title	Total		Total								
		EMP	MIN	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: 10/01/2019

Workforce Analysis

Organizational Unit: 62400

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

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 62600

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo	3	3	Male	2	0	0	2	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1928	Senior Data Control Technician	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
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 #	3	0	0	3	0	0	0	0
Grand Total %			100.0	Male %	37.5	0.0	0.0	37.5	0.0	0.0	0.0	0.0
				Female #	5	0	0	4	1	0	0	0
				Female%	62.5	0.0	0.0	50.0	12.5	0.0	0.0	0.0

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 62900

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo	3	3	Male	1	0	0	0	1	0	0	0
				Female	2	0	0	2	0	0	0	0
3079	SSP I	4	4	Male	2	0	0	2	0	0	0	0
				Female	2	0	0	2	0	0	0	0
2632	Evaluator I	5	3	Male	1	0	0	1	0	0	0	0
				Female	4	2	1	0	1	0	0	0
2633	Evaluator II	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	1	0	0	0	1	0	0	0
				Female	1	0	0	1	0	0	0	0
3084	SSP III	5	3	Male	3	0	0	3	0	0	0	0
				Female	2	2	0	0	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	3	3	Male	0	0	0	0	0	0	0	0
				Female	3	0	1	2	0	0	0	0
3086	SSP IV	2	1	Male	1	0	0	1	0	0	0	0
				Female	1	1	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	2	2	Male	2	0	1	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3306	Administrator III	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		29	22	Male #	12	1	1	8	2	0	0	0
Grand Total %			75.9	Male %	41.4	3.4	3.4	27.6	6.9	0.0	0.0	0.0
				Female #	17	6	3	7	1	0	0	0
				Female%	58.6	20.7	10.3	24.1	3.4	0.0	0.0	0.0

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 63800

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3079	SSP I	8	4	Male	1	0	0	1	0	0	0	0
				Female	7	4	1	0	2	0	0	
1035	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	
3082	SSP II	8	3	Male	2	0	0	1	1	0	0	
				Female	6	5	0	1	0	0	0	
3084	SSP III	5	2	Male	1	1	0	0	0	0	0	
				Female	4	2	2	0	0	0	0	
1038	Admin Analyst/Spclst 12 Mo	1	0	Male	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	
420	Info Tech Consultant 12 Mo	2	0	Male	1	1	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	
3318	Administrator I	1	0	Male	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	
3306	Administrator III	1	0	Male	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	
Grand Total #		27	10	Male #	5	2	0	2	1	0	0	
Grand Total %			37.0	Male %	18.5	7.4	0.0	7.4	3.7	0.0	0.0	
				Female #	22	15	3	1	3	0	0	
				Female%	81.5	55.6	11.1	3.7	11.1	0.0	0.0	

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 64400

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
1038	Admin Analyst/Spclst 12 Mo	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
3082	SSP II	7	5	Male	1	0	0	1	0	0	0	0	
				Female	6	2	1	1	2	0	0	0	
3312	Administrator II	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		9	5	Male #	3	2	0	1	0	0	0	0	
Grand Total %			55.6	Male %	33.3	22.2	0.0	11.1	0.0	0.0	0.0	0.0	
				Female #	6	2	1	1	2	0	0	0	
				Female%	66.7	22.2	11.1	11.1	22.2	0.0	0.0	0.0	

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 64500

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	Admin Analyst/Spclst 12 Mo	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	1	1	0	0	0
3079	SSP I	8	5	Male	1	0	0	0	1	0	0	0
				Female	7	3	0	1	3	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
3082	SSP II	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	1	0	0	0	0	0
3084	SSP III	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
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	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 #		20	10	Male #	2	1	0	0	1	0	0	0
Grand Total %			50.0	Male %	10.0	5.0	0.0	0.0	5.0	0.0	0.0	0.0
				Female #	18	9	1	3	5	0	0	0
				Female%	90.0	45.0	5.0	15.0	25.0	0.0	0.0	0.0

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California State University

Sacramento

Snapshot Date: 10/01/2019

Workforce Analysis

Organizational Unit: 64600

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3082	SSP II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	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
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 65200

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
8820	Community Service Spec 12 Mo	12	11	Male	10	1	1	4	3	0	0	1
				Female	2	0	1	1	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	1	0	0	0
8800	Police Dispatcher 12 Mo	10	4	Male	0	0	0	0	0	0	0	0
				Female	10	6	1	1	2	0	0	0
1038	Admin Analyst/Spclst 12 Mo	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1035	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1148	Presidential Aide	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
8350	Police Officer	11	4	Male	10	6	1	3	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8365	Corporal	5	1	Male	5	4	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
8354	Sergeant	4	0	Male	4	4	0	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	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		50	25	Male #	32	16	2	7	6	0	0	1
Grand Total %			50.0	Male %	64.0	32.0	4.0	14.0	12.0	0.0	0.0	2.0
				Female #	18	9	2	4	3	0	0	0
				Female%	36.0	18.0	4.0	8.0	6.0	0.0	0.0	0.0

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 65201

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
440	Equip Systems Specialist 12 Mo	4	3	Male	4	1	0	1	1	0	0	1
				Female	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	
3312	Administrator II	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
Grand Total #		6	3	Male #	6	3	0	1	1	0	0	1
Grand Total %			50.0	Male %	100.0	50.0	0.0	16.7	16.7	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
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 65900

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	
3079	SSP I	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
3084	SSP III	2	2	Male	1	0	0	1	0	0	0	0
				Female	1	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	
3086	SSP IV	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	
3312	Administrator II	2	2	Male	1	0	0	1	0	0	0	0
				Female	1	0	0	0	0	0	0	1
3306	Administrator III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	
Grand Total #		9	8	Male #	5	0	1	2	2	0	0	0
Grand Total %			88.9	Male %	55.6	0.0	11.1	22.2	22.2	0.0	0.0	0.0
				Female #	4	1	1	0	1	0	0	1
				Female%	44.4	11.1	11.1	0.0	11.1	0.0	0.0	11.1

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California State University

Sacramento

Workforce Analysis

Snapshot Date: 10/01/2019

Organizational Unit: 65901

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
810	Media Prod Spec 12 Mo	1	1	Male	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
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 65902

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
3082	SSP II	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1038	Admin Analyst/Splst 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
Grand Total #		3	3	Male #	1	0	1	0	0	0	0	0
Grand Total %			100.0	Male %	33.3	0.0	33.3	0.0	0.0	0.0	0.0	0.0
				Female #	2	0	2	0	0	0	0	0
				Female%	66.7	0.0	66.7	0.0	0.0	0.0	0.0	0.0

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 66000

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3079	SSP I	14	6	Male	3	2	1	0	0	0	0	0
				Female	11	6	3	2	0	0	0	
3082	SSP II	1	0	Male	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	
3084	SSP III	1	0	Male	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	
3086	SSP IV	1	0	Male	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	
3312	Administrator II	1	0	Male	1	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	
Grand Total #		18	6	Male #	4	3	1	0	0	0	0	
Grand Total %			33.3	Male %	22.2	16.7	5.6	0.0	0.0	0.0	0.0	
				Female #	14	9	3	2	0	0	0	
				Female%	77.8	50.0	16.7	11.1	0.0	0.0	0.0	

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California State University

Sacramento

Workforce Analysis

Snapshot Date: 10/01/2019

Organizational Unit: 66001

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

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California State University

Sacramento

Snapshot Date: 10/01/2019

Workforce Analysis

Organizational Unit: 66100

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3075	SSP Academic Related III 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
		Grand Total %		0.0	Male %	100.0	100.0	0.0	0.0	0.0	0.0	0.0
					Female #	0	0	0	0	0	0	0
					Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 66300

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	
3082	SSP II	8	6	Male	2	0	0	2	0	0	0	0
				Female	6	2	0	2	1	1	0	0
3084	SSP III	4	1	Male	3	2	0	1	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
3318	Administrator I	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	1	0	1	0	0	0
Grand Total #		16	11	Male #	6	2	0	3	1	0	0	0
Grand Total %			68.8	Male %	37.5	12.5	0.0	18.8	6.3	0.0	0.0	0.0
				Female #	10	3	1	3	2	1	0	0
				Female%	62.5	18.8	6.3	18.8	12.5	6.3	0.0	0.0

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 66301

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
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	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	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: 10/01/2019

Workforce Analysis

Organizational Unit: 66302

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
3082	SSP II	5	2	Male	2	2	0	0	0	0	0	0	0
				Female	3	1	1	1	0	0	0	0	
3084	SSP III	4	4	Male	1	0	0	1	0	0	0	0	
				Female	3	0	2	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	3	1	1	0	0	0	
				Female%	66.7	11.1	33.3	11.1	11.1	0.0	0.0	0.0	

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 66400

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1150	Instr Stdnt Asst	38	23	Male	12	6	0	1	3	0	0	2
				Female	26	9	1	7	7	0	0	2
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
1038	Admin Analyst/Splclst 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
Grand Total #		41	25	Male #	12	6	0	1	3	0	0	2
Grand Total %			61.0	Male %	29.3	14.6	0.0	2.4	7.3	0.0	0.0	4.9
				Female #	29	10	2	8	7	0	0	2
				Female%	70.7	24.4	4.9	19.5	17.1	0.0	0.0	4.9

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California State University

Sacramento

Workforce Analysis

Snapshot Date: 10/01/2019

Organizational Unit: 66500

Job Code	Job Title	Total		Total								
		EMP	MIN	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	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	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
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 66900

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1150	Instr Stdnt Asst	12	12	Male	5	0	1	3	1	0	0	0
				Female	7	0	0	4	0	0	1	2
1151	Instr Stdnt Asst On-Cmps WS	7	6	Male	1	0	0	1	0	0	0	0
				Female	6	1	3	2	0	0	0	0
1038	Admin Analyst/Splst 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	4	4	Male	2	0	0	1	1	0	0	0
				Female	2	0	0	1	1	0	0	0
3086	SSP IV	2	2	Male	2	0	1	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		26	25	Male #	10	0	2	6	2	0	0	0
Grand Total %			96.2	Male %	38.5	0.0	7.7	23.1	7.7	0.0	0.0	0.0
				Female #	16	1	3	8	1	0	1	2
				Female%	61.5	3.8	11.5	30.8	3.8	0.0	3.8	7.7

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 67600

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1032	Admin Support Assistant 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
3084	SSP III	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
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	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3318	Administrator I	2	2	Male	1	0	1	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
Grand Total #		7	5	Male #	2	1	1	0	0	0	0	0
Grand Total %			71.4	Male %	28.6	14.3	14.3	0.0	0.0	0.0	0.0	0.0
				Female #	5	1	1	2	1	0	0	0
				Female%	71.4	14.3	14.3	28.6	14.3	0.0	0.0	0.0

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 67800

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1032	Admin Support Assistant 12 Mo	2	1	Male	1	0	0	0	1	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
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 68000

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
7193	Hrly Intrprt/Rltmecap/Catscrbr	10	3	Male	1	1	0	0	0	0	0	0
				Female	9	6	0	1	2	0	0	
7201	Interpreter II 8/12	1	1	Male	0	0	0	0	0	0	0	
				Female	1	0	0	0	0	0	1	
7220	Realtime Captioner 8/12	1	0	Male	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	
7202	Lead Interpreter 8/12	1	1	Male	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	
Grand Total #		13	5	Male #	1	1	0	0	0	0	0	
Grand Total %			38.5	Male %	7.7	7.7	0.0	0.0	0.0	0.0	0.0	
				Female #	12	7	0	2	2	0	1	
				Female%	92.3	53.8	0.0	15.4	15.4	0.0	7.7	

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 68300

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1
3312	Administrator II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
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	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
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 68303

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1514	Athletic Equipment Attendant I	2	2	Male	1	0	0	0	1	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/Splst 12 Mo	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 #	2	1	0	0	1	0	0	0
Grand Total %			50.0	Male %	50.0	25.0	0.0	0.0	25.0	0.0	0.0	0.0
				Female #	2	1	0	0	0	0	0	1
				Female%	50.0	25.0	0.0	0.0	0.0	0.0	0.0	25.0

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California State University

Sacramento

Workforce Analysis

Snapshot Date: 10/01/2019

Organizational Unit: 68304

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	Admin Analyst/Spclst 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
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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(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

California State University

Sacramento

Workforce Analysis

Snapshot Date: 10/01/2019

Organizational Unit: 68305

Job Code	Job Title	Total		Total								
		EMP	MIN	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
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 68306

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1032	Admin Support Assistant 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
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
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
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 68400

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2382	Coaching Assistant 12 Mo	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	
2379	Coaching Specialist 12 Mo	1	0	Male	1	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	
3306	Administrator III	1	0	Male	1	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	
Grand Total #		3	1	Male #	3	2	0	1	0	0	0	
Grand Total %			33.3	Male %	100.0	66.7	0.0	33.3	0.0	0.0	0.0	
				Female #	0	0	0	0	0	0	0	
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 68500

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2383	Coaching Assistant 10 Mo	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
2382	Coaching Assistant 12 Mo	2	0	Male	2	2	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	
2379	Coaching Specialist 12 Mo	1	0	Male	1	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	
3306	Administrator III	1	0	Male	1	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	
Grand Total #		5	1	Male #	5	4	1	0	0	0	0	
Grand Total %			20.0	Male %	100.0	80.0	20.0	0.0	0.0	0.0	0.0	
				Female #	0	0	0	0	0	0	0	
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 68600

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2382	Coaching Assistant 12 Mo	3	2	Male	2	1	1	0	0	0	0	0
				Female	1	0	0	0	1	0	0	
3306	Administrator III	1	0	Male	1	1	0	0	0	0	0	
				Female	0	0	0	0	0	0		
Grand Total #		4	2	Male #	3	2	1	0	0	0	0	
Grand Total %			50.0	Male %	75.0	50.0	25.0	0.0	0.0	0.0	0.0	
				Female #	1	0	0	0	1	0	0	
				Female%	25.0	0.0	0.0	0.0	25.0	0.0	0.0	

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California State University

Sacramento

Snapshot Date: 10/01/2019

Workforce Analysis

Organizational Unit: 68700

Job Code	Job Title	Total		Total								
		EMP	MIN	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	
Grand Total %			50.0	Male %	50.0	50.0	0.0	0.0	0.0	0.0	0.0	
				Female #	1	0	1	0	0	0	0	
				Female%	50.0	0.0	50.0	0.0	0.0	0.0	0.0	

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 68800

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2383	Coaching Assistant 10 Mo	2	1	Male	2	1	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2382	Coaching Assistant 12 Mo	4	0	Male	4	4	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
2379	Coaching Specialist 12 Mo	3	2	Male	3	1	0	1	0	0	0	1
				Female	0	0	0	0	0	0	0	0
2376	Coach 12 Mo	2	0	Male	2	2	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 #		14	3	Male #	13	10	1	1	0	0	0	1
Grand Total %			21.4	Male %	92.9	71.4	7.1	7.1	0.0	0.0	0.0	7.1
				Female #	1	1	0	0	0	0	0	0
				Female%	7.1	7.1	0.0	0.0	0.0	0.0	0.0	0.0

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California State University

Sacramento

Workforce Analysis

Snapshot Date: 10/01/2019

Organizational Unit: 68900

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2383	Coaching Assistant 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
		Grand Total %		0.0	Male %	100.0	100.0	0.0	0.0	0.0	0.0	0.0
					Female #	0	0	0	0	0	0	0
					Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 69000

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2382	Coaching Assistant 12 Mo	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2376	Coach 12 Mo	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		3	1	Male #	1	0	0	1	0	0	0	0
Grand Total %			33.3	Male %	33.3	0.0	0.0	33.3	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
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 69100

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
2382	Coaching Assistant 12 Mo	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
2380	Coaching Specialist 10 Mo	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	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

Workforce Analysis

Snapshot Date: 10/01/2019

Organizational Unit: 69200

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2383	Coaching Assistant 10 Mo	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	
2376	Coach 12 Mo	1	0	Male	1	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	
Grand Total #		3	1	Male #	3	2	0	1	0	0	0	
Grand Total %			33.3	Male %	100.0	66.7	0.0	33.3	0.0	0.0	0.0	
				Female #	0	0	0	0	0	0	0	
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	

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California State University

Sacramento

Snapshot Date: 10/01/2019

Workforce Analysis

Organizational Unit: 69300

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
2382	Coaching Assistant 12 Mo	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
2379	Coaching Specialist 12 Mo	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	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: 10/01/2019

Workforce Analysis

Organizational Unit: 69400

Job Code	Job Title	Total		Total								
		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	0	1	1	0	0	
2376	Coach 12 Mo	1	0	Male	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	
Grand Total #		3	2	Male #	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	
				Female #	3	1	0	1	1	0	0	
				Female%	100.0	33.3	0.0	33.3	33.3	0.0	0.0	

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 69500

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

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California State University

Sacramento

Snapshot Date: 10/01/2019

Workforce Analysis

Organizational Unit: 69600

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

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California State University

Sacramento

Snapshot Date: 10/01/2019

Workforce Analysis

Organizational Unit: 69700

Job Code	Job Title	Total		Total								
		EMP	MIN	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
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 69800

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
2382	Coaching Assistant 12 Mo	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
2373	Head Coach 12 Mo	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	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: 10/01/2019

Workforce Analysis

Organizational Unit: 69900

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

Snapshot Date: 10/01/2019

Organizational Unit: 70000

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2382	Coaching Assistant 12 Mo	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2373	Head Coach 12 Mo	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		3	0	Male #	3	3	0	0	0	0	0	
Grand Total %			0.0	Male %	100.0	100.0	0.0	0.0	0.0	0.0	0.0	
				Female #	0	0	0	0	0	0	0	
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 70600

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
810	Media Prod Spec 12 Mo	2	2	Male	2	0	0	1	1	0	0	0
				Female	0	0	0	0	0	0	0	0
800	Pub Affairs/Comm Spec 12 Mo	3	0	Male	3	3	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		5	2	Male #	5	3	0	1	1	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
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 70700

Job Code	Job Title	Total		Total								
		EMP	MIN	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	1	0	0	0	0	
3082	SSP II	7	5	Male	3	1	0	0	2	0	0	0
				Female	4	1	0	1	2	0	0	0
1038	Admin Analyst/Splclst 12 Mo	4	1	Male	1	0	0	1	0	0	0	0
				Female	3	3	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
3084	SSP III	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	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
3318	Administrator I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3312	Administrator II	1	1	Male	1	0	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
Grand Total #		19	10	Male #	9	4	1	1	3	0	0	0
Grand Total %			52.6	Male %	47.4	21.1	5.3	5.3	15.8	0.0	0.0	0.0
				Female #	10	5	1	2	2	0	0	0
				Female%	52.6	26.3	5.3	10.5	10.5	0.0	0.0	0.0

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 71400

Job Code	Job Title	Total		Total								
		EMP	MIN	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	
Grand Total %			0.0	Male %	100.0	100.0	0.0	0.0	0.0	0.0	0.0	
				Female #	0	0	0	0	0	0	0	
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	

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California State University

Sacramento

Snapshot Date: 10/01/2019

Workforce Analysis

Organizational Unit: 71500

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
6702	Building Service Engineer	3	1	Male	3	2	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	
6700	Sprvsng Building Svc Engrn	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
Grand Total #		4	1	Male #	4	3	0	0	1	0	0	0
Grand Total %			25.0	Male %	100.0	75.0	0.0	0.0	25.0	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
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 71600

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
6250	Facilities Worker I	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	
6251	Facilities Worker II	3	0	Male	3	3	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
6940	Facilities Maintenance Mech	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
6265	Facilities Project Supv	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
Grand Total #		6	1	Male #	6	5	0	1	0	0	0	0
Grand Total %			16.7	Male %	100.0	83.3	0.0	16.7	0.0	0.0	0.0	0.0
				Female #	0	0	0	0	0	0	0	0
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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California State University

Sacramento

Workforce Analysis

Snapshot Date: 10/01/2019

Organizational Unit: 71700

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
745	Gardening Specialist	2	1	Male	2	1	0	1	0	0	0	0
				Female	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
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 71800

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2010	Custodian	16	13	Male	8	2	1	1	4	0	0	0
				Female	8	1	3	1	3	0	0	0
2015	Lead Custodian	2	2	Male	2	0	0	1	1	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 #		19	15	Male #	11	3	1	2	5	0	0	0
Grand Total %			78.9	Male %	57.9	15.8	5.3	10.5	26.3	0.0	0.0	0.0
				Female #	8	1	3	1	3	0	0	0
				Female%	42.1	5.3	15.8	5.3	15.8	0.0	0.0	0.0

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 73200

Job Code	Job Title	Total		Total								
		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
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	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
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 73300

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
7930	Per Diem Non Exempt Healthcare	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8148	Medical Assistant	6	4	Male	0	0	0	0	0	0	0	0
				Female	6	2	0	4	0	0	0	0
1032	Admin Support Assistant 12 Mo	3	2	Male	0	0	0	0	0	0	0	0
				Female	3	1	0	2	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
8137	Clinical 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
8166	Nurse Practitioner	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	0	0	1	0	0	0
7737	Physician	3	1	Male	3	2	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		20	10	Male #	4	3	0	0	1	0	0	0
Grand Total %			50.0	Male %	20.0	15.0	0.0	0.0	5.0	0.0	0.0	0.0
				Female #	16	7	1	6	2	0	0	0
				Female%	80.0	35.0	5.0	30.0	10.0	0.0	0.0	0.0

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 73400

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
8145	Health Education Assistant	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
8147	Health Educator	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	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
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	2	Male #	0	0	0	0	0	0	0	0
Grand Total %			40.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	5	3	0	2	0	0	0	0
				Female%	100.0	60.0	0.0	40.0	0.0	0.0	0.0	0.0

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California State University

Sacramento

Snapshot Date: 10/01/2019

Workforce Analysis

Organizational Unit: 73800

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
8148	Medical Assistant	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
7737	Physician	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	0	1	1	0	0	0
				Female%	100.0	0.0	0.0	50.0	50.0	0.0	0.0	0.0

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 73900

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
7994	Pharmacy Technician	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7992	Pharmacist I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
7993	Pharmacist II	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	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: 10/01/2019

Workforce Analysis

Organizational Unit: 74200

Job Code	Job Title	Total		Total								
		EMP	MIN	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	
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

Workforce Analysis

Snapshot Date: 10/01/2019

Organizational Unit: 74600

Job Code	Job Title	Total		Total								
		EMP	MIN	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	
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: 10/01/2019

Workforce Analysis

Organizational Unit: 74700

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
8180	Athletic Trainer I 12 Mo	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	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
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 75600

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

Snapshot Date: 10/01/2019

Organizational Unit: 75800

Job Code	Job Title	Total		Total								
		EMP	MIN	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
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	0	1	0	0	0
Grand Total #		4	2	Male #	1	1	0	0	0	0	0	0
Grand Total %			50.0	Male %	25.0	25.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	3	1	0	1	1	0	0	0
				Female%	75.0	25.0	0.0	25.0	25.0	0.0	0.0	0.0

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 75900

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
802	Pub Affairs/Comm Spec 10/12	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
800	Pub Affairs/Comm Spec 12 Mo	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
Grand Total #		2	0	Male #	1	1	0	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	0.0
				Female #	1	1	0	0	0	0	0	0	0
				Female%	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 76600

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
810	Media Prod Spec 12 Mo	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0
800	Pub Affairs/Comm Spec 12 Mo	8	1	Male	4	3	0	1	0	0	0	0
				Female	4	4	0	0	0	0	0	0
820	Graphic Designer 12 Mo	3	1	Male	2	1	0	0	1	0	0	0
				Female	1	1	0	0	0	0	0	0
3312	Administrator II	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
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	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
Grand Total #		18	4	Male #	8	6	0	1	1	0	0	0
Grand Total %			22.2	Male %	44.4	33.3	0.0	5.6	5.6	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
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 76700

Job Code	Job Title	Total		Total								
		EMP	MIN	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
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	11	1	Male	2	2	0	0	0	0	0	0
				Female	9	8	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 #		16	2	Male #	2	2	0	0	0	0	0	0
Grand Total %			12.5	Male %	12.5	12.5	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	14	12	1	0	1	0	0	0
				Female%	87.5	75.0	6.3	0.0	6.3	0.0	0.0	0.0

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 76800

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	Admin Analyst/Spclst 12 Mo	7	3	Male	2	0	1	1	0	0	0	0
				Female	5	4	0	0	1	0	0	
3312	Administrator II	1	0	Male	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	
Grand Total #		8	3	Male #	2	0	1	1	0	0	0	
Grand Total %			37.5	Male %	25.0	0.0	12.5	12.5	0.0	0.0	0.0	
				Female #	6	5	0	0	1	0	0	
				Female%	75.0	62.5	0.0	0.0	12.5	0.0	0.0	

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 76900

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

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 77000

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1032	Admin Support Assistant 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
1038	Admin Analyst/Splclst 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	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		4	3	Male #	1	1	0	0	0	0	0	0
Grand Total %			75.0	Male %	25.0	25.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	3	0	0	2	1	0	0	0
				Female%	75.0	0.0	0.0	50.0	25.0	0.0	0.0	0.0

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 77100

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

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California State University

Sacramento

Snapshot Date: 10/01/2019

Workforce Analysis

Organizational Unit: 78100

Job Code	Job Title	Total		Total								
		EMP	MIN	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	1	Male	1	1	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	
Grand Total #		3	1	Male #	2	2	0	0	0	0	0	
Grand Total %			33.3	Male %	66.7	66.7	0.0	0.0	0.0	0.0	0.0	
				Female #	1	0	0	0	1	0	0	
				Female%	33.3	0.0	0.0	0.0	33.3	0.0	0.0	

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California State University

Sacramento

Workforce Analysis

Snapshot Date: 10/01/2019

Organizational Unit: 78200

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	Admin Analyst/Spclst 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
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
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 78300

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
8180	Athletic Trainer I 12 Mo	10	2	Male	4	4	0	0	0	0	0	0
				Female	6	4	0	2	0	0	0	0
8185	Athletic Trainer II 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8190	Head Athletic Trainer 12 Mo	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7737	Physician	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7750	Physician-Specialty Services	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		14	4	Male #	7	5	0	2	0	0	0	0
Grand Total %			28.6	Male %	50.0	35.7	0.0	14.3	0.0	0.0	0.0	0.0
				Female #	7	5	0	2	0	0	0	0
				Female%	50.0	35.7	0.0	14.3	0.0	0.0	0.0	0.0

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 78400

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1032	Admin Support Assistant 12 Mo	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1577	Instructional Support Asst I	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1038	Admin Analyst/Splst 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	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		5	1	Male #	2	1	1	0	0	0	0	0
Grand Total %			20.0	Male %	40.0	20.0	20.0	0.0	0.0	0.0	0.0	0.0
				Female #	3	3	0	0	0	0	0	0
				Female%	60.0	60.0	0.0	0.0	0.0	0.0	0.0	0.0

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 78500

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2383	Coaching Assistant 10 Mo	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	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	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 #		4	0	Male #	3	3	0	0	0	0	0	0
Grand Total %			0.0	Male %	75.0	75.0	0.0	0.0	0.0	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: 10/01/2019

Workforce Analysis

Organizational Unit: 80600

Job Code	Job Title	Total		Total								
		EMP	MIN	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
		Grand Total %		100.0	Male %	100.0	0.0	0.0	100.0	0.0	0.0	0.0
					Female #	0	0	0	0	0	0	0
					Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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California State University

Sacramento

Workforce Analysis

Snapshot Date: 10/01/2019

Organizational Unit: 80700

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
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 #		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
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 82200

Job Code	Job Title	Total		Total								
		EMP	MIN	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	0	1	0	0
1176	Cnfdntl Admin Support 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3312	Administrator II	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3300	Administrator IV	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		5	3	Male #	2	1	0	1	0	0	0	0
Grand Total %			60.0	Male %	40.0	20.0	0.0	20.0	0.0	0.0	0.0	0.0
				Female #	3	1	0	1	0	1	0	0
				Female%	60.0	20.0	0.0	20.0	0.0	20.0	0.0	0.0

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 90000

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
1035	Admin Support Coord 12 Mo	9	3	Male	0	0	0	0	0	0	0	0	0
				Female	9	6	1	2	0	0	0	0	
1150	Instr Stdnt Asst	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
3079	SSP I	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	
5181	Extended Ed Specialist I	3	2	Male	0	0	0	0	0	0	0	0	
				Female	3	1	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	
2358	Lecturer AY	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	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	
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 #		20	8	Male #	1	1	0	0	0	0	0	0	
Grand Total %			40.0	Male %	5.0	5.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	19	11	1	6	1	0	0	0	
				Female%	95.0	55.0	5.0	30.0	5.0	0.0	0.0	0.0	

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California State University

Sacramento

Snapshot Date: 10/01/2019

Workforce Analysis

Organizational Unit: 90200

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2357	If Summer Session Extension	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358	Lecturer AY	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
Grand Total #		3	1	Male #	1	1	0	0	0	0	0	0
Grand Total %			33.3	Male %	33.3	33.3	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	2	1	0	0	1	0	0	0
				Female%	66.7	33.3	0.0	0.0	33.3	0.0	0.0	0.0

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California State University

Sacramento

Workforce Analysis

Snapshot Date: 10/01/2019

Organizational Unit: 90800

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2322	Instr Fac,Spcl Pgms-For Credit	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	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: 10/01/2019

Workforce Analysis

Organizational Unit: 90900

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo	3	3	Male	0	0	0	0	0	0	0	0
				Female	3	0	1	0	1	0	0	
3306	Administrator III	1	1	Male	0	0	0	0	0	0	0	
				Female	1	0	1	0	0	0	0	
3300	Administrator IV	1	0	Male	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	
Grand Total #		5	4	Male #	0	0	0	0	0	0	0	
Grand Total %			80.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	5	1	2	0	1	0	1	
				Female%	100.0	20.0	40.0	0.0	20.0	0.0	20.0	

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 91100

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
810	Media Prod Spec 12 Mo	3	0	Male	3	3	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
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 #		6	0	Male #	5	5	0	0	0	0	0	0
Grand Total %			0.0	Male %	83.3	83.3	0.0	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: 10/01/2019

Workforce Analysis

Organizational Unit: 91101

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

Snapshot Date: 10/01/2019

Organizational Unit: 91400

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
1035	Admin Support Coord 12 Mo	7	3	Male	1	0	0	0	1	0	0	0	
				Female	6	4	0	1	1	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		
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 #		11	4	Male #	2	1	0	0	1	0	0	0	
Grand Total %			36.4	Male %	18.2	9.1	0.0	0.0	9.1	0.0	0.0	0.0	
				Female #	9	6	0	2	1	0	0	0	
				Female%	81.8	54.5	0.0	18.2	9.1	0.0	0.0	0.0	

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 91501

Job Code	Job Title	Total		Total								
		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	1	0	0	0	0	
1035	Admin Support Coord 12 Mo	8	6	Male	2	1	0	1	0	0	0	0
				Female	6	1	0	3	1	0	0	1
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
Grand Total #		12	9	Male #	3	1	0	2	0	0	0	0
Grand Total %			75.0	Male %	25.0	8.3	0.0	16.7	0.0	0.0	0.0	0.0
				Female #	9	2	1	4	1	0	0	1
				Female%	75.0	16.7	8.3	33.3	8.3	0.0	0.0	8.3

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 91502

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

Snapshot Date: 10/01/2019

Organizational Unit: 91503

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1032	Admin Support Assistant 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	
5683	Research Technician I	2	1	Male	0	0	0	0	0	0	0	
				Female	2	1	0	1	0	0		
Grand Total #		3	2	Male #	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	
				Female #	3	1	0	1	1	0	0	
				Female%	100.0	33.3	0.0	33.3	33.3	0.0	0.0	

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**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 91600

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
820	Graphic Designer 12 Mo	2	1	Male	1	0	0	0	1	0	0	0
				Female	1	1	0	0	0	0	0	
800	Pub Affairs/Comm Spec 12 Mo	5	1	Male	0	0	0	0	0	0	0	0
				Female	5	4	0	0	1	0	0	0
Grand Total #		7	2	Male #	1	0	0	0	1	0	0	0
Grand Total %			28.6	Male %	14.3	0.0	0.0	0.0	14.3	0.0	0.0	0.0
				Female #	6	5	0	0	1	0	0	0
				Female%	85.7	71.4	0.0	0.0	14.3	0.0	0.0	0.0

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

**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 91700

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
1577	Instructional Support Asst I	5	2	Male	2	2	0	0	0	0	0	0	0
				Female	3	1	0	1	0	0	0	0	1
1578	Instructional Support Asst II	3	3	Male	1	0	1	0	0	0	0	0	0
				Female	2	0	1	1	0	0	0	0	0
1502	Shipping And Receivng Ast I	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
1579	Instructional Support Asst III	1	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	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	0
				Female	1	1	0	0	0	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
Grand Total #		12	6	Male #	5	3	1	1	0	0	0	0	
Grand Total %			50.0	Male %	41.7	25.0	8.3	8.3	0.0	0.0	0.0	0.0	
				Female #	7	3	1	2	0	0	0	1	
				Female%	58.3	25.0	8.3	16.7	0.0	0.0	0.0	8.3	

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

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

**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 92100

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo	11	6	Male	2	1	0	0	1	0	0	0
				Female	9	4	1	3	1	0	0	
1038	Admin Analyst/Splst 12 Mo	3	1	Male	1	1	0	0	0	0	0	0
				Female	2	1	0	1	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	
5182	Extended Ed Specialist II	4	2	Male	2	1	0	0	1	0	0	0
				Female	2	1	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	
Grand Total #		20	9	Male #	5	3	0	0	2	0	0	0
Grand Total %			45.0	Male %	25.0	15.0	0.0	0.0	10.0	0.0	0.0	0.0
				Female #	15	8	1	5	1	0	0	0
				Female%	75.0	40.0	5.0	25.0	5.0	0.0	0.0	0.0

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

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

**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 92400

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
1035	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	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	
5182	Extended Ed Specialist 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	

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

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

**California State University
Sacramento
Workforce Analysis**

Snapshot Date: 10/01/2019

Organizational Unit: 92900

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo	9	2	Male	2	1	0	0	0	0	0	1
				Female	7	6	0	0	0	1	0	0
820	Graphic Designer 12 Mo	3	1	Male	2	2	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
1741	Accounting Technician II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	5	0	Male	1	1	0	0	0	0	0	0
				Female	4	4	0	0	0	0	0	0
5182	Extended Ed Specialist II	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
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 #		21	3	Male #	6	5	0	0	0	0	0	1
Grand Total %			14.3	Male %	28.6	23.8	0.0	0.0	0.0	0.0	0.0	4.8
				Female #	15	13	0	0	1	1	0	0
				Female%	71.4	61.9	0.0	0.0	4.8	4.8	0.0	0.0

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

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

**California State University
Sacramento
Workforce Analysis Summary**

Snapshot Date: 10/01/2019

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
10000	11	3	8	4	3	0	0	0	0	0	0	4	0	1	3	0	0	0
10001	2	0	2	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0
10200	5	1	4	1	1	0	0	0	0	0	0	3	1	0	0	0	0	0
10700	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
10900	10	2	8	6	1	0	0	1	0	0	0	3	0	3	1	1	0	0
11400	2	1	1	1	1	0	0	0	0	0	0	0	0	1	0	0	0	0
11600	7	2	5	6	1	0	1	0	0	0	0	0	0	2	3	0	0	0
11700	2	1	1	1	1	0	0	0	0	0	0	0	0	1	0	0	0	0
11800	4	1	3	3	0	0	0	1	0	0	0	1	0	1	1	0	0	0
12000	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
12100	2	0	2	2	0	0	0	0	0	0	0	0	0	1	1	0	0	0
12600	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
13000	14	2	12	10	0	1	1	0	0	0	0	4	3	3	2	0	0	0
13400	12	1	11	3	0	0	1	0	0	0	0	9	1	1	0	0	0	0
13401	1	0	1	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
13402	59	13	46	49	5	0	7	1	0	0	0	5	0	27	10	0	1	3
13600	1	0	1	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
13900	4	0	4	2	0	0	0	0	0	0	0	2	0	1	1	0	0	0
14600	1	1	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0
15000	29	11	18	10	8	0	1	2	0	0	0	11	1	2	3	0	0	1
15100	112	40	72	33	34	0	5	1	0	0	0	45	3	13	10	0	0	1

**California State University
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Snapshot Date: 10/01/2019

Organizational Unit	Total				Male								Female							
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+		
15200	85	44	41	18	35	1	7	0	0	0	1	32	3	6	0	0	0	0		
15300	22	17	5	3	16	0	0	1	0	0	0	3	0	1	1	0	0	0		
15400	20	8	12	2	7	0	0	1	0	0	0	11	0	1	0	0	0	0		
15500	65	38	27	13	28	2	6	0	1	0	1	24	2	1	0	0	0	0		
15600	3	3	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0		
15700	7	1	6	3	0	0	1	0	0	0	0	4	1	0	1	0	0	0		
16800	34	15	19	12	9	2	3	1	0	0	0	13	2	2	1	1	0	0		
16801	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0		
16900	31	18	13	9	14	0	2	2	0	0	0	8	2	0	1	0	1	1		
17000	1	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0		
17500	33	15	18	5	13	0	1	0	0	0	1	15	2	0	1	0	0	0		
19000	70	43	27	15	33	2	3	4	0	0	1	22	0	2	2	0	0	1		
20200	43	26	17	13	18	0	1	7	0	0	0	12	1	0	3	0	0	1		
20201	11	5	6	3	4	0	0	1	0	0	0	4	0	0	2	0	0	0		
20202	12	7	5	7	3	0	0	4	0	0	0	2	0	0	3	0	0	0		
20203	6	5	1	4	1	0	0	4	0	0	0	1	0	0	0	0	0	0		
20204	13	5	8	8	2	0	0	3	0	0	0	3	1	0	4	0	0	0		
20205	10	8	2	8	1	0	0	6	1	0	0	1	0	0	1	0	0	0		
20206	9	7	2	5	3	0	0	4	0	0	0	1	0	0	1	0	0	0		
20500	6	1	5	2	1	0	0	0	0	0	0	3	0	0	1	0	0	1		
20600	3	0	3	1	0	0	0	0	0	0	0	2	0	0	1	0	0	0		

**California State University
Sacramento
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Snapshot Date: 10/01/2019

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
20700	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
20800	2	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
21000	10	4	6	8	1	0	2	1	0	0	0	1	0	0	5	0	0	0
21200	6	2	4	2	2	0	0	0	0	0	0	2	0	1	1	0	0	0
21300	4	1	3	0	1	0	0	0	0	0	0	3	0	0	0	0	0	0
22200	20	19	1	10	10	0	5	4	0	0	0	0	0	0	0	0	0	1
22300	1	0	1	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
22600	3	2	1	3	0	1	1	0	0	0	0	0	0	1	0	0	0	0
22700	45	32	13	22	17	1	1	11	1	0	1	6	0	1	6	0	0	0
22800	51	41	10	9	33	0	0	7	1	0	0	9	0	0	1	0	0	0
23000	43	35	8	15	22	5	1	6	0	0	1	6	0	0	2	0	0	0
23100	38	34	4	20	17	0	7	9	0	0	1	1	1	0	2	0	0	0
23400	17	16	1	4	13	0	0	1	1	1	0	0	1	0	0	0	0	0
23500	7	3	4	2	2	1	0	0	0	0	0	3	0	1	0	0	0	0
24600	2	0	2	1	0	0	0	0	0	0	0	1	1	0	0	0	0	0
24800	2	1	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0
25600	6	1	5	4	0	0	1	0	0	0	0	2	0	2	1	0	0	0
25700	105	24	81	35	15	1	4	4	0	0	0	55	2	14	9	1	0	0
25900	50	18	32	18	10	2	4	1	1	0	0	22	5	3	2	0	0	0
26000	103	17	86	40	9	2	2	4	0	0	0	54	6	14	6	4	0	2
26200	7	2	5	5	1	0	0	1	0	0	0	1	1	2	1	0	0	0

**California State University
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Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
26300	16	4	12	10	2	1	1	0	0	0	0	4	0	5	3	0	0	0
27100	4	3	1	2	2	0	0	1	0	0	0	0	1	0	0	0	0	0
27500	51	30	21	22	17	6	4	3	0	0	0	12	2	4	1	1	0	1
27700	40	22	18	6	18	2	1	1	0	0	0	16	0	0	2	0	0	0
27800	70	29	41	27	17	2	5	4	0	0	1	26	7	4	2	2	0	0
27900	50	10	40	10	7	0	3	0	0	0	0	33	1	3	2	0	0	1
28100	12	3	9	5	2	1	0	0	0	0	0	5	2	2	0	0	0	0
28200	28	16	12	6	13	0	2	0	0	0	1	9	0	1	1	0	0	1
29100	39	18	21	10	13	0	4	1	0	0	0	16	1	3	0	0	0	1
29300	19	6	13	5	6	0	0	0	0	0	0	8	0	3	1	0	0	1
29800	86	13	73	24	6	3	0	4	0	0	0	56	0	8	7	0	0	2
30500	3	0	3	1	0	0	0	0	0	0	0	2	1	0	0	0	0	0
31000	23	12	11	0	12	0	0	0	0	0	0	11	0	0	0	0	0	0
31100	2	1	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0
31200	2	2	0	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0
31300	2	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
31400	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
31500	6	1	5	3	0	0	0	1	0	0	0	3	0	1	0	0	1	0
31504	66	25	41	44	5	1	7	8	0	0	4	17	5	14	5	0	0	0
32500	82	36	46	16	31	1	1	2	1	0	0	35	1	5	4	0	1	0
33400	58	33	25	14	27	1	1	4	0	0	0	17	0	3	3	0	0	2

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Organizational Unit	Total				Male								Female							
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+		
34200	92	61	31	34	40	0	7	11	0	0	3	18	0	3	10	0	0	0		
34900	25	18	7	4	16	0	0	2	0	0	0	5	1	1	0	0	0	0		
35600	22	10	12	4	7	0	1	2	0	0	0	11	0	0	1	0	0	0		
36300	1	1	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0		
37400	33	11	22	6	9	1	0	1	0	0	0	18	0	2	1	1	0	0		
37600	1	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0		
37700	26	17	9	7	13	1	0	3	0	0	0	6	0	0	2	0	0	1		
37800	13	8	5	1	7	1	0	0	0	0	0	5	0	0	0	0	0	0		
37900	24	10	14	23	1	4	0	4	1	0	0	0	2	4	5	2	0	1		
38000	39	8	31	12	5	1	1	0	1	0	0	22	2	1	5	0	0	1		
38200	12	0	12	0	0	0	0	0	0	0	0	12	0	0	0	0	0	0		
38201	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0		
38300	39	26	13	5	24	1	0	0	0	0	1	10	0	2	1	0	0	0		
38500	10	6	4	3	4	0	1	1	0	0	0	3	0	0	1	0	0	0		
38600	59	21	38	17	14	0	3	4	0	0	0	28	3	3	3	0	0	1		
38700	3	0	3	1	0	0	0	0	0	0	0	2	0	0	1	0	0	0		
38900	7	1	6	3	1	0	0	0	0	0	0	3	2	0	1	0	0	0		
39001	1	0	1	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0		
39100	4	2	2	4	0	0	2	0	0	0	0	0	0	2	0	0	0	0		
39102	1	1	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0		
39200	9	2	7	5	1	0	1	0	0	0	0	3	2	1	1	0	0	0		

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Snapshot Date: 10/01/2019

Workforce Analysis Summary

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
39300	1	0	1	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
40300	2	2	0	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0
40900	32	14	18	14	9	0	2	3	0	0	0	9	1	2	4	0	0	2
41000	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
41600	53	16	37	20	9	0	3	4	0	0	0	24	2	6	4	0	0	1
42300	96	71	25	26	54	1	4	11	0	0	1	16	2	3	4	0	0	0
43400	10	6	4	4	3	0	1	1	0	0	1	3	0	1	0	0	0	0
45000	4	1	3	2	1	0	0	0	0	0	0	1	0	0	1	0	1	0
46200	1	0	1	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
46700	8	1	7	2	1	0	0	0	0	0	0	5	0	2	0	0	0	0
46900	3	1	2	3	0	1	0	0	0	0	0	0	1	1	0	0	0	0
47600	3	2	1	0	2	0	0	0	0	0	0	1	0	0	0	0	0	0
47700	3	0	3	2	0	0	0	0	0	0	0	1	0	2	0	0	0	0
47800	14	3	11	6	2	0	0	1	0	0	0	6	2	1	1	1	0	0
47900	8	1	7	3	0	0	0	1	0	0	0	5	1	0	1	0	0	0
48000	4	1	3	1	1	0	0	0	0	0	0	2	1	0	0	0	0	0
48100	7	1	6	5	0	0	0	1	0	0	0	2	1	2	0	0	0	1
48300	3	0	3	1	0	0	0	0	0	0	0	2	1	0	0	0	0	0
48400	14	2	12	10	1	0	1	0	0	0	0	3	2	3	4	0	0	0
49000	3	2	1	3	0	1	0	0	0	0	1	0	0	0	1	0	0	0
49100	12	4	8	6	3	1	0	0	0	0	0	3	2	1	2	0	0	0

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Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
49200	6	6	0	2	4	0	1	1	0	0	0	0	0	0	0	0	0	0
49300	5	4	1	3	1	3	0	0	0	0	0	1	0	0	0	0	0	0
49400	7	4	3	3	1	1	0	0	0	0	2	3	0	0	0	0	0	0
49500	2	1	1	1	1	0	0	0	0	0	0	0	0	1	0	0	0	0
49900	22	17	5	13	7	1	8	0	0	0	1	2	1	2	0	0	0	0
50000	3	3	0	1	2	0	0	1	0	0	0	0	0	0	0	0	0	0
51600	10	4	6	5	3	0	1	0	0	0	0	2	1	0	3	0	0	0
51700	2	1	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0
51800	8	6	2	4	3	1	0	1	1	0	0	1	0	1	0	0	0	0
52500	2	2	0	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0
52501	7	7	0	3	4	0	1	1	0	1	0	0	0	0	0	0	0	0
52502	4	4	0	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0
52503	2	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
52504	10	10	0	4	6	0	3	1	0	0	0	0	0	0	0	0	0	0
52505	5	5	0	3	2	0	3	0	0	0	0	0	0	0	0	0	0	0
52506	4	4	0	1	3	0	1	0	0	0	0	0	0	0	0	0	0	0
52600	74	48	26	59	13	5	3	26	0	0	1	2	0	10	13	0	1	0
52700	12	7	5	5	6	0	0	1	0	0	0	1	1	1	2	0	0	0
52800	16	16	0	7	9	0	6	1	0	0	0	0	0	0	0	0	0	0
52900	3	3	0	3	0	1	2	0	0	0	0	0	0	0	0	0	0	0
53100	4	0	4	1	0	0	0	0	0	0	0	3	0	0	1	0	0	0

**California State University
Sacramento
Workforce Analysis Summary**

Snapshot Date: 10/01/2019

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
54100	5	3	2	3	1	0	1	1	0	0	0	1	0	0	1	0	0	0
54200	8	6	2	3	4	0	1	0	0	0	1	1	1	0	0	0	0	0
54400	3	3	0	3	0	1	1	1	0	0	0	0	0	0	0	0	0	0
54500	15	15	0	6	9	2	4	0	0	0	0	0	0	0	0	0	0	0
54800	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
56200	11	2	9	9	0	0	1	0	0	0	1	2	0	6	1	0	0	0
57300	2	1	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0
58300	3	0	3	2	0	0	0	0	0	0	0	1	0	1	1	0	0	0
58400	2	0	2	1	0	0	0	0	0	0	0	1	1	0	0	0	0	0
58500	2	0	2	1	0	0	0	0	0	0	0	1	0	1	0	0	0	0
58800	6	4	2	2	2	0	2	0	0	0	0	2	0	0	0	0	0	0
58900	9	3	6	3	2	0	1	0	0	0	0	4	1	0	1	0	0	0
59000	3	1	2	1	0	1	0	0	0	0	0	2	0	0	0	0	0	0
59100	4	0	4	2	0	0	0	0	0	0	0	2	0	1	1	0	0	0
59200	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
59800	2	1	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0
60401	1	0	1	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
60402	2	1	1	2	0	0	1	0	0	0	0	0	1	0	0	0	0	0
60500	4	2	2	2	1	0	0	1	0	0	0	1	0	0	1	0	0	0
60600	4	2	2	2	1	0	1	0	0	0	0	1	0	1	0	0	0	0
60900	7	1	6	5	0	0	1	0	0	0	0	2	3	1	0	0	0	0

**California State University
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Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
60901	2	1	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0
61000	17	7	10	10	3	0	1	2	0	0	1	4	2	3	1	0	0	0
61400	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
61401	2	1	1	1	1	0	0	0	0	0	0	0	0	1	0	0	0	0
61402	1	0	1	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0
61403	1	0	1	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0
61500	3	0	3	3	0	0	0	0	0	0	0	0	0	1	1	0	1	0
61600	10	1	9	3	0	0	1	0	0	0	0	7	1	0	1	0	0	0
62100	6	1	5	0	1	0	0	0	0	0	0	5	0	0	0	0	0	0
62106	4	2	2	1	2	0	0	0	0	0	0	1	0	1	0	0	0	0
62200	2	0	2	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0
62201	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
62300	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
62400	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
62600	8	3	5	8	0	0	3	0	0	0	0	0	0	4	1	0	0	0
62900	29	12	17	22	1	1	8	2	0	0	0	6	3	7	1	0	0	0
63800	27	5	22	10	2	0	2	1	0	0	0	15	3	1	3	0	0	0
64400	9	3	6	5	2	0	1	0	0	0	0	2	1	1	2	0	0	0
64500	20	2	18	10	1	0	0	1	0	0	0	9	1	3	5	0	0	0
64600	1	0	1	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0
65200	50	32	18	25	16	2	7	6	0	0	1	9	2	4	3	0	0	0

**California State University
Sacramento
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Snapshot Date: 10/01/2019

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
65201	6	6	0	3	3	0	1	1	0	0	1	0	0	0	0	0	0	0
65900	9	5	4	8	0	1	2	2	0	0	0	1	1	0	1	0	0	1
65901	1	0	1	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0
65902	3	1	2	3	0	1	0	0	0	0	0	0	2	0	0	0	0	0
66000	18	4	14	6	3	1	0	0	0	0	0	9	3	2	0	0	0	0
66001	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
66100	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
66300	16	6	10	11	2	0	3	1	0	0	0	3	1	3	2	1	0	0
66301	3	1	2	0	1	0	0	0	0	0	0	2	0	0	0	0	0	0
66302	9	3	6	6	2	0	1	0	0	0	0	1	3	1	1	0	0	0
66400	41	12	29	25	6	0	1	3	0	0	2	10	2	8	7	0	0	2
66500	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
66900	26	10	16	25	0	2	6	2	0	0	0	1	3	8	1	0	1	2
67600	7	2	5	5	1	1	0	0	0	0	0	1	1	2	1	0	0	0
67800	2	1	1	1	0	0	0	1	0	0	0	1	0	0	0	0	0	0
68000	13	1	12	5	1	0	0	0	0	0	0	7	0	2	2	0	1	0
68300	3	1	2	2	0	1	0	0	0	0	0	1	0	0	0	0	0	1
68303	4	2	2	2	1	0	0	1	0	0	0	1	0	0	0	0	0	1
68304	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
68305	1	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
68306	4	0	4	1	0	0	0	0	0	0	0	3	0	1	0	0	0	0

**California State University
Sacramento
Workforce Analysis Summary**

Snapshot Date: 10/01/2019

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
68400	3	3	0	1	2	0	1	0	0	0	0	0	0	0	0	0	0	0
68500	5	5	0	1	4	1	0	0	0	0	0	0	0	0	0	0	0	0
68600	4	3	1	2	2	1	0	0	0	0	0	0	0	0	1	0	0	0
68700	2	1	1	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0
68800	14	13	1	3	10	1	1	0	0	0	1	1	0	0	0	0	0	0
68900	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
69000	3	1	2	1	0	0	1	0	0	0	0	2	0	0	0	0	0	0
69100	2	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
69200	3	3	0	1	2	0	1	0	0	0	0	0	0	0	0	0	0	0
69300	2	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
69400	3	0	3	2	0	0	0	0	0	0	0	1	0	1	1	0	0	0
69500	2	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
69600	3	2	1	0	2	0	0	0	0	0	0	1	0	0	0	0	0	0
69700	2	1	1	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0
69800	2	0	2	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0
69900	3	3	0	1	2	0	0	1	0	0	0	0	0	0	0	0	0	0
70000	3	3	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0
70600	5	5	0	2	3	0	1	1	0	0	0	0	0	0	0	0	0	0
70700	19	9	10	10	4	1	1	3	0	0	0	5	1	2	2	0	0	0
71400	2	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
71500	4	4	0	1	3	0	0	1	0	0	0	0	0	0	0	0	0	0

**California State University
Sacramento
Workforce Analysis Summary**

Snapshot Date: 10/01/2019

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
71600	6	6	0	1	5	0	1	0	0	0	0	0	0	0	0	0	0	0
71700	2	2	0	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0
71800	19	11	8	15	3	1	2	5	0	0	0	1	3	1	3	0	0	0
73200	3	0	3	1	0	0	0	0	0	0	0	2	0	0	1	0	0	0
73300	20	4	16	10	3	0	0	1	0	0	0	7	1	6	2	0	0	0
73400	5	0	5	2	0	0	0	0	0	0	0	3	0	2	0	0	0	0
73800	2	0	2	2	0	0	0	0	0	0	0	0	0	1	1	0	0	0
73900	3	0	3	2	0	0	0	0	0	0	0	1	0	1	1	0	0	0
74200	1	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
74600	1	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
74700	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
75600	4	2	2	3	0	0	0	1	0	1	0	1	0	1	0	0	0	0
75800	4	1	3	2	1	0	0	0	0	0	0	1	0	1	1	0	0	0
75900	2	1	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0
76600	18	8	10	4	6	0	1	1	0	0	0	8	0	0	2	0	0	0
76700	16	2	14	2	2	0	0	0	0	0	0	12	1	0	1	0	0	0
76800	8	2	6	3	0	1	1	0	0	0	0	5	0	0	1	0	0	0
76900	5	1	4	1	1	0	0	0	0	0	0	3	0	0	1	0	0	0
77000	4	1	3	3	1	0	0	0	0	0	0	0	0	2	1	0	0	0
77100	3	0	3	1	0	0	0	0	0	0	0	2	0	1	0	0	0	0
78100	3	2	1	1	2	0	0	0	0	0	0	0	0	0	1	0	0	0

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Snapshot Date: 10/01/2019

Workforce Analysis Summary

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
78200	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
78300	14	7	7	4	5	0	2	0	0	0	0	5	0	2	0	0	0	0
78400	5	2	3	1	1	1	0	0	0	0	0	3	0	0	0	0	0	0
78500	4	3	1	0	3	0	0	0	0	0	0	1	0	0	0	0	0	0
80600	1	1	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0
80700	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
82200	5	2	3	3	1	0	1	0	0	0	0	1	0	1	0	1	0	0
90000	20	1	19	8	1	0	0	0	0	0	0	11	1	6	1	0	0	0
90200	3	1	2	1	1	0	0	0	0	0	0	1	0	0	1	0	0	0
90800	3	0	3	1	0	0	0	0	0	0	0	2	0	0	1	0	0	0
90900	5	0	5	4	0	0	0	0	0	0	0	1	2	0	1	0	0	1
91100	6	5	1	0	5	0	0	0	0	0	0	1	0	0	0	0	0	0
91101	4	4	0	1	3	0	0	1	0	0	0	0	0	0	0	0	0	0
91400	11	2	9	4	1	0	0	1	0	0	0	6	0	2	1	0	0	0
91501	12	3	9	9	1	0	2	0	0	0	0	2	1	4	1	0	0	1
91502	3	0	3	0	0	0	0	0	0	0	0	3	0	0	0	0	0	0
91503	3	0	3	2	0	0	0	0	0	0	0	1	0	1	1	0	0	0
91600	7	1	6	2	0	0	0	1	0	0	0	5	0	0	1	0	0	0
91700	12	5	7	6	3	1	1	0	0	0	0	3	1	2	0	0	0	1
92100	20	5	15	9	3	0	0	2	0	0	0	8	1	5	1	0	0	0
92400	3	1	2	0	1	0	0	0	0	0	0	2	0	0	0	0	0	0

**California State University
Sacramento
Workforce Analysis Summary**

Snapshot Date: 10/01/2019

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
92900	21	6	15	3	5	0	0	0	0	0	1	13	0	0	1	1	0	0
Total (#)	3,703	1,690	2,013	1,435	1,073	87	227	257	10	3	33	1,195	145	332	275	17	9	40
Total (%)		45.6	54.4	38.8	29.0	2.3	6.1	6.9	0.3	0.1	0.9	32.3	3.9	9.0	7.4	0.5	0.2	1.1

California State University

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Job Group Analysis

Snapshot Date: 10/01/2019

Job Group: C0E - Secretarial/Clerical Administrator 1

Total				
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Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
1148	Presidential Aide	2	0	2	0	2
	Total (#)	2	0	2	0	2
	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
Job Group Analysis**

Snapshot Date: 10/01/2019

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

Job Code	Job Title	Total				
		EMP	MALE	FEMALE	WHITE	MIN
1030	Admin Support Assistant 10/12	5	2	3	2	3
1553	Inventory Clerk	1	1	0	1	0
1505	Mail Clerk	4	4	0	1	3
1100	Payroll Technician I	2	1	1	0	2
1502	Shipping And Receiving Ast I	1	1	0	1	0
1509	Stock Clerk	1	1	0	0	1
1506	Storekeeper I	2	2	0	2	0
Total (#)		16	12	4	7	9
Total (%)			75.0	25.0	43.8	56.3

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

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Job Group Analysis

Snapshot Date: 10/01/2019

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

Total

Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
1032	Admin Support Assistant 12 Mo	96	19	77	19	77
	Total (#)	96	19	77	19	77
	Total (%)		19.8	80.2	19.8	80.2

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

California State University

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Job Group Analysis

Snapshot Date: 10/01/2019

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

		Total					
Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN	
1033	Admin Support Coord 10/12	2	0	2	1	1	
1034	Admin Support Coord 11/12	1	0	1	0	1	
1170	Cnfdntl Office Support 12 Mo	1	0	1	0	1	
1101	Payroll Technician II	1	0	1	1	0	
1102	Payroll Technician III	3	1	2	3	0	
1549	Property Clerk II	1	1	0	1	0	
		Total (#)	9	2	7	6	3
		Total (%)		22.2	77.8	66.7	33.3

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

California State University

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Job Group Analysis

Snapshot Date: 10/01/2019

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

Total				
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Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
1035	Admin Support Coord 12 Mo	203	28	175	101	102
	Total (#)	203	28	175	101	102
	Total (%)		13.8	86.2	49.8	50.2

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

**California State University
Sacramento
Job Group Analysis**

Snapshot Date: 10/01/2019

Job Group: E0A - President

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

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

**California State University
Sacramento
Job Group Analysis**

Snapshot Date: 10/01/2019

Job Group: E0B - Administrator IV

Total

Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
3300	Administrator IV	24	12	12	18	6
	Total (#)	24	12	12	18	6
	Total (%)		50.0	50.0	75.0	25.0

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

**California State University
Sacramento
Job Group Analysis**

Snapshot Date: 10/01/2019

Job Group: E0C - Administrator III

		Total				
Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
3306	Administrator III	49	21	28	31	18
	Total (#)	49	21	28	31	18
	Total (%)		42.9	57.1	63.3	36.7

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

California State University

Sacramento

Job Group Analysis

Snapshot Date: 10/01/2019

Job Group: E0D - Administrator II

		Total				
Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
3312	Administrator II	93	43	50	66	27
	Total (#)	93	43	50	66	27
	Total (%)		46.2	53.8	71.0	29.0

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

**California State University
Sacramento
Job Group Analysis**

Snapshot Date: 10/01/2019

Job Group: E0E - Administrator I

		Total					
Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN	
3318	Administrator I	41	17	24	22	19	
		Total (#)	41	17	24	22	19
		Total (%)		41.5	58.5	53.7	46.3

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

California State University

Sacramento

Job Group Analysis

Snapshot Date: 10/01/2019

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

Total				
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Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN	
2481	Dept Chair 12 Mo	31	23	8	27	4	
2482	Dept Chair AY	1	0	1	0	1	
		Total (#)	32	23	9	27	5
		Total (%)		71.9	28.1	84.4	15.6

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

California State University

Sacramento

Job Group Analysis

Snapshot Date: 10/01/2019

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

		Total				
Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
2388	Grnt Rltd Spc Fnd Inst Fac 12m	4	2	2	3	1
2387	Grnt Rltd Spc Fnd Inst Fac AY	2	2	0	1	1
2361	Instr Fac 12 Mo	7	1	6	3	4
2360	Instr Fac AY	699	348	351	475	224
2322	Instr Fac, Spcl Pgms-For Credit	3	0	3	2	1
Total (#)		715	353	362	484	231
Total (%)			49.4	50.6	67.7	32.3

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

California State University

Sacramento

Job Group Analysis

Snapshot Date: 10/01/2019

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

		Total				
Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
2359	Lecturer 12 Mo	2	0	2	2	0
2358	Lecturer AY	1,003	486	517	761	242
		Total (#)	1,005	486	519	763
		Total (%)		48.4	51.6	75.9

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

California State University

Sacramento

Job Group Analysis

Snapshot Date: 10/01/2019

Job Group: F3A4 - Faculty Unit 3 Level A - Other

Total				
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Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
2357	If Summer Session Extension	1	0	1	1	0
	Total (#)	1	0	1	1	0
	Total (%)		0.0	100.0	100.0	0.0

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

**California State University
Sacramento
Job Group Analysis**

Snapshot Date: 10/01/2019

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

		Total					
Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN	
2010	Custodian	83	48	35	16	67	
745	Gardening Specialist	4	4	0	2	2	
731	Groundswoker	11	11	0	4	7	
6366	Heavy Equip Operator/Bus Drive	1	1	0	1	0	
735	Irrigation Specialist	2	2	0	1	1	
6223	Laborer	3	3	0	0	3	
2015	Lead Custodian	9	8	1	3	6	
726	Lead Groundswoker	1	1	0	1	0	
6363	Light Auto Equipment Operator	1	1	0	1	0	
1508	Warehouse Worker	2	2	0	1	1	
		Total (#)	117	81	36	30	87
		Total (%)		69.2	30.8	25.6	74.4

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

California State University

Sacramento

Job Group Analysis

Snapshot Date: 10/01/2019

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

Total				
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Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
8820	Community Service Spec 12 Mo	12	10	2	1	11
8812	Parking Officer 10/12	5	5	0	3	2
8810	Parking Officer 12 Mo	6	6	0	2	4
8800	Police Dispatcher 12 Mo	10	0	10	6	4
Total (#)		33	21	12	12	21
Total (%)			63.6	36.4	36.4	63.6

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

California State University

Sacramento

Job Group Analysis

Snapshot Date: 10/01/2019

Job Group: P0D - Professional Non Faculty Administrator II

Total				
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Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
8354	Sergeant	4	4	0	4	0
	Total (#)	4	4	0	4	0
	Total (%)		100.0	0.0	100.0	0.0

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

**California State University
Sacramento
Job Group Analysis**

Snapshot Date: 10/01/2019

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

Job Code	Job Title	Total				
		EMP	MALE	FEMALE	WHITE	MIN
8147	Health Educator	2	0	2	1	1
8166	Nurse Practitioner	3	0	3	2	1
7930	Per Diem Non Exempt Healthcare	1	1	0	1	0
7992	Pharmacist I	1	0	1	0	1
7993	Pharmacist II	1	0	1	0	1
7737	Physician	5	4	1	2	3
7750	Physician-Specialty Services	1	1	0	1	0
7996	Radiologic Technologist II	1	1	0	0	1
8130	Registered Dietitian	1	0	1	1	0
8154	Registered Nurse II	1	0	1	0	1
7976	Speech Pathologist	1	0	1	1	0
Total (#)		18	7	11	9	9
Total (%)			38.9	61.1	50.0	50.0

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

California State University

Sacramento

Job Group Analysis

Snapshot Date: 10/01/2019

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

Total

Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
8145	Health Education Assistant	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
Job Group Analysis**

Snapshot Date: 10/01/2019

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

Job Code	Job Title	Total				
		EMP	MALE	FEMALE	WHITE	MIN
8180	Athletic Trainer I 12 Mo	11	4	7	9	2
8185	Athletic Trainer II 12 Mo	1	0	1	1	0
2376	Coach 12 Mo	6	5	1	5	1
2383	Coaching Assistant 10 Mo	9	8	1	5	4
2382	Coaching Assistant 12 Mo	24	15	9	18	6
2380	Coaching Specialist 10 Mo	2	2	0	2	0
2379	Coaching Specialist 12 Mo	9	9	0	7	2
8190	Head Athletic Trainer 12 Mo	1	1	0	0	1
2373	Head Coach 12 Mo	2	1	1	2	0
Total (#)		65	45	20	49	16
Total (%)			69.2	30.8	75.4	24.6

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

California State University

Sacramento

Job Group Analysis

Snapshot Date: 10/01/2019

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

		Total				
Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
2919	Librarian 10 Mo	2	1	1	2	0
2920	Librarian 12 Mo	21	6	15	13	8
		Total (#)	23	7	16	15
		Total (%)		30.4	69.6	65.2
					34.8	

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

**California State University
Sacramento
Job Group Analysis**

Snapshot Date: 10/01/2019

Job Group: P4A - Professional Non Faculty Level A

Job Code	Job Title	Total				
		EMP	MALE	FEMALE	WHITE	MIN
2628	Credential Analyst I	1	0	1	0	1
2630	Credential Analyst II	1	0	1	1	0
2632	Evaluator I	7	2	5	3	4
2633	Evaluator II	1	0	1	0	1
6726	Planner/Estimator/Scheduler	1	1	0	0	1
3070	SSP Academic Related I 12 Mo	11	4	7	4	7
3071	SSP Academic Related I AY	1	0	1	0	1
3072	SSP Academic Related II 12 Mo	2	1	1	1	1
3073	SSP Academic Related II AY	2	1	1	1	1
3075	SSP Academic Related III AY	1	1	0	1	0
3079	SSP I	40	9	31	17	23
3082	SSP II	69	18	51	25	44
3084	SSP III	55	19	36	23	32
3086	SSP IV	25	7	18	13	12
Total (#)		217	63	154	89	128
Total (%)			29.0	71.0	41.0	59.0

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

California State University

Sacramento

Job Group Analysis

Snapshot Date: 10/01/2019

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

		Total					
Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN	
8365	Corporal	5	5	0	4	1	
8350	Police Officer	11	10	1	7	4	
		Total (#)	16	15	1	11	5
		Total (%)		93.8	6.3	68.8	31.3

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

California State University

Sacramento

Job Group Analysis

Snapshot Date: 10/01/2019

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

		Total				
Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
2887	Library Services Spec II	7	2	5	1	6
2888	Library Services Spec III	6	2	4	3	3
2889	Library Services Spec IV	7	2	5	5	2
Total (#)		20	6	14	9	11
Total (%)			30.0	70.0	45.0	55.0

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

California State University

Sacramento

Job Group Analysis

Snapshot Date: 10/01/2019

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

Job Code	Job Title	Total				
		EMP	MALE	FEMALE	WHITE	MIN
1762	Accountant I	5	0	5	2	3
4555	Accountant II	3	1	2	3	0
4556	Accountant III	2	1	1	1	1
1741	Accounting Technician II	4	0	4	2	2
1740	Accounting Technician III	7	0	7	2	5
Total (#)		21	2	19	10	11
Total (%)			9.5	90.5	47.6	52.4

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

California State University

Sacramento

Job Group Analysis

Snapshot Date: 10/01/2019

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

Total

Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
1036	Admin Analyst/Spclst 10/12	1	1	0	1	0
1038	Admin Analyst/Spclst 12 Mo	190	44	146	115	75
1176	Cnfdntl Admin Support 12 Mo	12	0	12	6	6
5181	Extended Ed Specialist I	6	0	6	4	2
5182	Extended Ed Specialist II	6	3	3	4	2
1928	Senior Data Control Technician	3	0	3	1	2
Total (#)		218	48	170	131	87
Total (%)			22.0	78.0	60.1	39.9

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

California State University

Sacramento

Job Group Analysis

Snapshot Date: 10/01/2019

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

		Total				
Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
400	Analyst/Programmer 12 Mo	24	20	4	15	9
440	Equip Systems Specialist 12 Mo	4	4	0	1	3
420	Info Tech Consultant 12 Mo	78	64	14	50	28
430	Network Analyst 12 Mo	6	6	0	6	0
410	Operating Sys Analyst 12 Mo	18	13	5	14	4
5683	Research Technician I	3	1	2	2	1
5681	Research Technician II	3	1	2	1	2
Total (#)		136	109	27	89	47
Total (%)			80.1	19.9	65.4	34.6

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

California State University

Sacramento

Job Group Analysis

Snapshot Date: 10/01/2019

Job Group: S6A - Skilled Crafts Level A

		Total				
Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
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

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

**California State University
Sacramento
Job Group Analysis**

Snapshot Date: 10/01/2019

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

		Total				
Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
6702	Building Service Engineer	12	12	0	8	4
6260	Facilities Cntrl Specialist	1	1	0	0	1
6940	Facilities Maintenance Mech	4	4	0	4	0
6265	Facilities Project Supv	2	2	0	1	1
6250	Facilities Worker I	4	4	0	1	3
6251	Facilities Worker II	8	8	0	4	4
6700	Sprvsng Building Svc Engrn	2	2	0	1	1
Total (#)		33	33	0	19	14
Total (%)			100.0	0.0	57.6	42.4

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

**California State University
Sacramento
Job Group Analysis**

Snapshot Date: 10/01/2019

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

Job Code	Job Title	Total				
		EMP	MALE	FEMALE	WHITE	MIN
6270	Auto/Equipment Mechanic	2	2	0	0	2
6476	Carpenter	2	2	0	2	0
6533	Electrician	4	4	0	3	1
6532	Lead Electrician	1	1	0	1	0
6642	Locksmith	2	2	0	2	0
6280	Metal Worker I	1	1	0	1	0
6526	Painter	4	4	0	2	2
6549	Plumber	3	3	0	2	1
6534	Sprvsng Electrician	1	1	0	0	1
6524	Sprvsng Painter	1	1	0	0	1
6547	Sprvsng Plumber	1	1	0	1	0
6269	Supervising Auto/Equipmt Mech	1	1	0	0	1
6644	Supervising Locksmith	1	1	0	1	0
6587	Supervising Metal Worker	1	1	0	1	0
Total (#)		25	25	0	16	9
Total (%)			100.0	0.0	64.0	36.0

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

**California State University
Sacramento
Job Group Analysis**

Snapshot Date: 10/01/2019

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

		Total					
Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN	
8137	Clinical Assistant	1	0	1	0	1	
8148	Medical Assistant	7	0	7	2	5	
7994	Pharmacy Technician	1	0	1	1	0	
		Total (#)	9	0	9	3	6
		Total (%)		0.0	100.0	33.3	66.7

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

California State University

Sacramento

Job Group Analysis

Snapshot Date: 10/01/2019

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

		Total					
Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN	
802	Pub Affairs/Comm Spec 10/12	1	0	1	1	0	
800	Pub Affairs/Comm Spec 12 Mo	22	11	11	18	4	
1481	Reprographics Specialist II	2	1	1	1	1	
1482	Reprographics Specialist III	2	2	0	1	1	
		Total (#)	27	14	13	21	6
		Total (%)		51.9	48.1	77.8	22.2

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

California State University

Sacramento

Job Group Analysis

Snapshot Date: 10/01/2019

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

		Total				
Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
4791	Buyer I	1	0	1	0	1
4792	Buyer II	1	0	1	0	1
4794	Buyer III	1	1	0	1	0
Total (#)		3	1	2	1	2
Total (%)			33.3	66.7	33.3	66.7

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

**California State University
Sacramento
Job Group Analysis**

Snapshot Date: 10/01/2019

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

Job Code	Job Title	Total				
		EMP	MALE	FEMALE	WHITE	MIN
2866	Accompanist II	4	3	1	2	2
1513	Athletic Equipment Attendant 2	1	0	1	1	0
1514	Athletic Equipment Attendant I	3	2	1	1	2
7012	Equip Tech II, Electro-Mechnl	1	1	0	1	0
7014	Equip Tech II, Splized Equip	1	1	0	1	0
7023	Equip Tech III, Electronic	2	2	0	1	1
7021	Equip Tech III, Mechanical	3	3	0	3	0
7024	Equip Tech III, Splized Equip	2	2	0	2	0
820	Graphic Designer 12 Mo	15	8	7	11	4
1577	Instructional Support Asst I	8	3	5	5	3
1578	Instructional Support Asst II	8	4	4	4	4
1579	Instructional Support Asst III	3	2	1	2	1
1615	Instructional Support Tech I	3	0	3	1	2
1617	Instructional Support Tech II	16	8	8	11	5
1619	Instructional Support Tech III	3	3	0	3	0
810	Media Prod Spec 12 Mo	15	9	6	10	5
840	Performing Arts Tech 12 Mo	7	3	4	4	3
Total (#)		95	54	41	63	32
Total (%)			56.8	43.2	66.3	33.7

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

California State University

Sacramento

Job Group Analysis

Snapshot Date: 10/01/2019

Job Group: XXA - Interpreters/ Interpret Helpers

		Total				
Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
7193	Hrly Intrprt/Rltmecap/Catscrbr	10	1	9	7	3
7169	Interpreter II	1	0	1	0	1
7201	Interpreter II 8/12	1	0	1	0	1
7202	Lead Interpreter 8/12	1	0	1	0	1
7220	Realtime Captioner 8/12	1	0	1	1	0
Total (#)		14	1	13	8	6
Total (%)			7.1	92.9	57.1	42.9

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

**California State University
Sacramento
Job Group Analysis**

Snapshot Date: 10/01/2019

Job Group: XXC - Teacher/ Student Assistants

Job Code	Job Title	Total				
		EMP	MALE	FEMALE	WHITE	MIN
2355	Graduate Assistant	29	13	16	18	11
1150	Instr Stdnt Asst	214	88	126	73	141
1151	Instr Stdnt Asst On-Cmps WS	7	1	6	1	6
2354	Teaching Associate AY	70	34	36	40	30
Total (#)		320	136	184	132	188
Total (%)			42.5	57.5	41.3	58.8

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

**California State University
Sacramento
Job Group Analysis Summary**

Snapshot Date: 10/01/2019

Job Group	Total										
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
C0E - Secretarial/Clerical Administrator 1	2	0	2	2	0	0	2	0	0	0	0
C7A - Secretarial/Clerical Unit 7 Level A	16	12	4	9	7	5	2	2	0	0	0
C7A12MO - Secretarial/Clerical Unit 7 Level A - Admin Support	96	19	77	77	19	7	46	19	1	1	3
C7B - Secretarial/Clerical Unit 7 Level B	9	2	7	3	6	0	2	0	0	1	0
C7B12MO - Secretarial/Clerical Unit 7 Level B - Admin Support	203	28	175	102	101	18	47	21	3	3	10
E0A - President	1	1	0	0	1	0	0	0	0	0	0
E0B - Administrator IV	24	12	12	6	18	4	2	0	0	0	0
E0C - Administrator III	49	21	28	18	31	7	3	8	0	0	0
E0D - Administrator II	93	43	50	27	66	7	8	7	1	0	4
E0E - Administrator I	41	17	24	19	22	7	5	7	0	0	0
F3A1 - Faculty Unit 3 Level A - Department Chairs	32	23	9	5	27	2	1	1	0	0	1
F3A2 - Faculty Unit 3 Level A - Instructors	715	353	362	231	484	37	57	123	8	0	6
F3A3 - Faculty Unit 3 Level A - Lecturers	1,005	486	519	242	763	41	76	99	10	1	15
F3A4 - Faculty Unit 3 Level A - Other	1	0	1	0	1	0	0	0	0	0	0
M5A1 - Service/Maintenance Unit 5 Level A - Custodians	117	81	36	87	30	9	26	50	0	1	1
M7E - Service/Maintenance Unit 7 Level E	33	21	12	21	12	4	11	5	0	0	1
P0D - Professional Non Faculty Administrator II	4	4	0	0	4	0	0	0	0	0	0
P1A - Professional Non Faculty Unit 1 Level A	18	7	11	9	9	0	3	6	0	0	0
P2A - Professional Non Faculty Unit 2 Level A	1	0	1	1	0	0	1	0	0	0	0
P3B - Professional Non Faculty Unit 3 Level B	65	45	20	16	49	4	8	3	0	0	1
P3C - Professional Non Faculty Unit 3 Level C	23	7	16	8	15	2	0	6	0	0	0
P4A - Professional Non Faculty Level A	217	63	154	128	89	32	60	31	2	0	3

California State University

Sacramento

Snapshot Date: 10/01/2019

Job Group Analysis Summary

Job Group	Total										
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
P8A - Professional Non Faculty Unit 8 Level A	16	15	1	5	11	1	3	1	0	0	0
P9C - Professional Non Faculty Unit 9 Level C	20	6	14	11	9	0	8	2	0	0	1
P9C1 - Professional Non Faculty Unit 9 Level C - Accountants	21	2	19	11	10	3	3	4	1	0	0
P9C2 - Professional Non Faculty Unit 9 Level C - Admin Analy	218	48	170	87	131	11	38	35	0	1	2
P9C3 - Professional Non Faculty Unit 9 Level C - Info Tech Cor	136	109	27	47	89	2	17	25	0	0	3
S6A - Skilled Crafts Level A	1	1	0	0	1	0	0	0	0	0	0
S6A1 - Skilled Crafts Level A - Building & Facilities Workers	33	33	0	14	19	2	9	3	0	0	0
S6A2 - Skilled Crafts Level A - Other Skilled Workers	25	25	0	9	16	1	6	1	0	1	0
T2A - Technical/Paraprofessional Unit 2 Level A	9	0	9	6	3	1	5	0	0	0	0
T7C - Technical/Paraprofessional Unit 7 Level C	27	14	13	6	21	1	2	2	0	0	1
T7D - Technical/Paraprofessional Unit 7 Level D	3	1	2	2	1	1	1	0	0	0	0
T9B - Technical/Paraprofessional Unit 9 Level B	95	54	41	32	63	6	11	11	0	0	4
XXA - Interpreters/ Interpret Helpers	14	1	13	6	8	0	2	2	1	1	0
XXC - Teacher/ Student Assistants	320	136	184	188	132	17	94	58	0	2	17
Total (#)	3,703	1,690	2,013	1,435	2,268	232	559	532	27	12	73
Total (%)		45.6	54.4	38.8	61.2	6.3	15.1	14.4	0.7	0.3	2.0

**California State University
Sacramento
ZIP Code Analysis**

Snapshot Date: 10/01/2019

Data Used: Employee

Included Areas:

County/County Set	Count	Weight	Cut-Off Weight
Sacramento, California	2,780	75.52	84.09
Yolo, California	277	7.53	8.38
Placer, California	249	6.76	7.53
Total:	3,306	89.81	100.00

Excluded Areas:

County/County Set	Count	Weight	Cut-Off Weight
El Dorado, California	114	3.10	0.00
San Joaquin, California	54	1.47	0.00
Solano, California	44	1.20	0.00
Contra Costa, California	26	0.71	0.00
Alameda, California	23	0.62	0.00
Alpine and Nearby Counties, California	11	0.30	0.00
Nevada, California	9	0.24	0.00
Yuba, California	9	0.24	0.00
Santa Clara, California	8	0.22	0.00
Sutter, California	8	0.22	0.00
San Francisco, California	7	0.19	0.00
Stanislaus, California	6	0.16	0.00
Butte, California	4	0.11	0.00
Monterey, California	4	0.11	0.00
San Mateo, California	4	0.11	0.00
Los Angeles, California	3	0.08	0.00
Shasta, California	3	0.08	0.00
Sonoma, California	3	0.08	0.00

**California State University
Sacramento
ZIP Code Analysis**

Snapshot Date: 10/01/2019

Data Used: Employee

Excluded Areas:

County/County Set	Count	Weight	Cut-Off Weight
Washoe, Nevada	3	0.08	0.00
Fresno, California	2	0.05	0.00
Merced, California	2	0.05	0.00
Orange, California	2	0.05	0.00
Riverside, California	2	0.05	0.00
San Bernardino, California	2	0.05	0.00
Colusa+Lake, California	1	0.03	0.00
Kern, California	1	0.03	0.00
Kings, California	1	0.03	0.00
Marin, California	1	0.03	0.00
Mendocino, California	1	0.03	0.00
Napa, California	1	0.03	0.00
San Diego, California	1	0.03	0.00
San Luis Obispo, California	1	0.03	0.00
Santa Cruz, California	1	0.03	0.00
Tulare, California	1	0.03	0.00
Ventura, California	1	0.03	0.00
Denver, Colorado	1	0.03	0.00
District of Columbia, District of Columbia	1	0.03	0.00
Fulton, Georgia	1	0.03	0.00
Jackson, Illinois	1	0.03	0.00
Baltimore (county), Maryland	1	0.03	0.00
Crawford+Montmorency+Oscoda+Roscommon, Michigan	1	0.03	0.00
Clark+Nye, Nevada	1	0.03	0.00
Columbia+Washington, Oregon	1	0.03	0.00

**California State University
Sacramento
ZIP Code Analysis**

Snapshot Date: 10/01/2019

Data Used: Employee

Excluded Areas:

County/County Set	Count	Weight	Cut-Off Weight
Coos+Curry, Oregon	1	0.03	0.00
Dallas, Texas	1	0.03	0.00
Kitsap, Washington	1	0.03	0.00
Total:	375	10.19	0.00
Included and Excluded Total:	3,681	100.00	100.00

**California State University
Sacramento
Availability Analysis**

Snapshot Date: 10/01/2019

Job Group: COE - Secretarial/Clerical Administrator 1

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	93.7	33.0	80.00	74.9	26.4	See Zip Code Analysis
<u>Internal Factors</u>						
Feeders	78.0	39.9	20.00	15.6	8.0	Feeders
Final Availability (%)			100.00	90.5	34.4	

**California State University
Sacramento
Availability Analysis**

Snapshot Date: 10/01/2019

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

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	65.8	47.3	75.00	49.4	35.5	See Zip Code Analysis
<u>Internal Factors</u>						
Feeders	25.0	56.3	25.00	6.3	14.1	Feeders
Final Availability (%)			100.00	55.6	49.6	

**California State University
Sacramento
Availability Analysis**

Snapshot Date: 10/01/2019

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

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	93.7	33.0	75.00	70.2	24.7	See Zip Code Analysis
<u>Internal Factors</u>						
Feeders	25.0	56.3	25.00	6.3	14.1	Feeders
Final Availability (%)			100.00	76.5	38.8	

**California State University
Sacramento
Availability Analysis**

Snapshot Date: 10/01/2019

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

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	89.8	35.4	50.00	44.9	17.7	See Zip Code Analysis
<u>Internal Factors</u>						
Feeders	25.0	56.3	50.00	12.5	28.1	Feeders
Final Availability (%)			100.00	57.4	45.8	

**California State University
Sacramento
Availability Analysis**

Snapshot Date: 10/01/2019

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

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	93.7	33.0	50.00	46.8	16.5	See Zip Code Analysis
<u>Internal Factors</u>						
Feeders	35.6	51.7	50.00	17.8	25.8	Feeders
Final Availability (%)			100.00	64.6	42.3	

**California State University
Sacramento
Availability Analysis**

Snapshot Date: 10/01/2019

Job Group: EOA - President

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Reasonable	22.2	13.6	90.00	20.0	12.2	National
<u>Internal Factors</u>						
Feeders	50.0	25.0	10.00	5.0	2.5	Feeders
Final Availability (%)			100.00	25.0	14.7	

**California State University
Sacramento
Availability Analysis**

Snapshot Date: 10/01/2019

Job Group: EOB - Administrator IV

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Reasonable	63.8	25.1	80.00	51.0	20.1	National
<u>Internal Factors</u>						
Feeders	56.8	36.0	20.00	11.4	7.2	Feeders
Final Availability (%)			100.00	62.4	27.3	

**California State University
Sacramento
Availability Analysis**

Snapshot Date: 10/01/2019

Job Group: EOC - Administrator III

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	68.9	30.7	40.00	27.6	12.3	See Zip Code Analysis
Reasonable	63.8	25.1	50.00	31.9	12.5	National
<u>Internal Factors</u>						
Feeders	54.2	30.8	10.00	5.4	3.1	Feeders
Final Availability (%)			100.00	64.9	27.9	

**California State University
Sacramento
Availability Analysis**

Snapshot Date: 10/01/2019

Job Group: EOD - Administrator II

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	68.9	30.7	50.00	34.5	15.4	See Zip Code Analysis
Reasonable	63.8	25.1	30.00	19.1	7.5	National
<u>Internal Factors</u>						
Feeders	58.5	46.3	20.00	11.7	9.3	Feeders
Final Availability (%)			100.00	65.3	32.1	

**California State University
Sacramento
Availability Analysis**

Snapshot Date: 10/01/2019

Job Group: EOE - Administrator I

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	68.9	30.7	40.00	27.6	12.3	See Zip Code Analysis
Reasonable	63.8	25.1	40.00	25.5	10.0	National
<u>Internal Factors</u>						
Feeders	80.5	42.4	20.00	16.1	8.5	Feeders
Final Availability (%)			100.00	69.2	30.8	

**California State University
Sacramento
Availability Analysis**

Snapshot Date: 10/01/2019

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

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
External Factors						
Local	68.9	30.7	20.00	13.8	6.1	See Zip Code Analysis
Reasonable	63.8	25.1	30.00	19.1	7.5	National
Internal Factors						
Feeders	50.6	32.3	50.00	25.3	16.2	Feeders
Final Availability (%)			100.00	58.2	29.8	

**California State University
Sacramento
Availability Analysis**

Snapshot Date: 10/01/2019

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

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	55.6	31.9	80.00	44.5	25.5	See Zip Code Analysis
<u>Internal Factors</u>						
Feeders	51.6	24.1	20.00	10.3	4.8	Feeders
Final Availability (%)			100.00	54.8	30.3	

**California State University
Sacramento
Availability Analysis**

Snapshot Date: 10/01/2019

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

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	55.6	31.9	100.00	55.6	31.9	See Zip Code Analysis
	Final Availability (%)		100.00	55.6	31.9	

**California State University
Sacramento
Availability Analysis**

Snapshot Date: 10/01/2019

Job Group: F3A4 - Faculty Unit 3 Level A - Other

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	60.0	37.3	80.00	48.0	29.8	See Zip Code Analysis
<u>Internal Factors</u>						
Feeders	50.8	30.7	20.00	10.2	6.1	Feeders
Final Availability (%)			100.00	58.2	36.0	

**California State University
Sacramento
Availability Analysis**

Snapshot Date: 10/01/2019

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

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	27.7	65.3	100.00	27.7	65.3	See Zip Code Analysis
	Final Availability (%)		100.00	27.7	65.3	

**California State University
Sacramento
Availability Analysis**

Snapshot Date: 10/01/2019

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

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	54.7	41.4	90.00	49.3	37.2	See Zip Code Analysis
<u>Internal Factors</u>						
Feeders	36.4	63.6	10.00	3.6	6.4	Feeders
Final Availability (%)			100.00	52.9	43.6	

**California State University
Sacramento
Availability Analysis**

Snapshot Date: 10/01/2019

Job Group: POD - Professional Non Faculty Administrator II

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>Internal Factors</u>						
Feeders	6.3	31.3	100.00	6.3	31.3	Feeders
	Final Availability (%)		100.00	6.3	31.3	

**California State University
Sacramento
Availability Analysis**

Snapshot Date: 10/01/2019

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

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
External Factors						
Local	60.8	39.9	50.00	30.4	19.9	See Zip Code Analysis
Reasonable	61.1	25.9	50.00	30.5	13.0	National
Final Availability (%)			100.00	60.9	32.9	

**California State University
Sacramento
Availability Analysis**

Snapshot Date: 10/01/2019

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

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	86.7	41.6	40.00	34.7	16.6	See Zip Code Analysis
Reasonable	90.5	35.0	40.00	36.2	14.0	National
<u>Internal Factors</u>						
Feeders	100.0	100.0	20.00	20.0	20.0	Feeders
Final Availability (%)			100.00	90.9	50.6	

**California State University
Sacramento
Availability Analysis**

Snapshot Date: 10/01/2019

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

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
External Factors						
Local	36.4	35.9	60.00	21.9	21.6	See Zip Code Analysis
Reasonable	36.0	22.5	40.00	14.4	9.0	National
Final Availability (%)			100.00	36.3	30.6	

**California State University
Sacramento
Availability Analysis**

Snapshot Date: 10/01/2019

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

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
External Factors						
Local	82.4	30.4	70.00	57.7	21.3	See Zip Code Analysis
Reasonable	83.6	15.7	30.00	25.1	4.7	National
Final Availability (%)			100.00	82.7	26.0	

**California State University
Sacramento
Availability Analysis**

Snapshot Date: 10/01/2019

Job Group: P4A - Professional Non Faculty Level A

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	65.5	43.7	70.00	45.8	30.6	See Zip Code Analysis
<u>Internal Factors</u>						
Feeders	72.5	58.1	30.00	21.7	17.4	Feeders
Final Availability (%)			100.00	67.6	48.0	

**California State University
Sacramento
Availability Analysis**

Snapshot Date: 10/01/2019

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

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	19.3	31.3	80.00	15.4	25.0	See Zip Code Analysis
<u>Internal Factors</u>						
Feeders	6.3	31.3	20.00	1.3	6.3	Feeders
Final Availability (%)			100.00	16.7	31.3	

**California State University
Sacramento
Availability Analysis**

Snapshot Date: 10/01/2019

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

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	82.4	30.4	10.00	8.2	3.0	See Zip Code Analysis
<u>Internal Factors</u>						
Feeders	70.0	55.0	90.00	63.0	49.5	Feeders
Final Availability (%)			100.00	71.2	52.5	

**California State University
Sacramento
Availability Analysis**

Snapshot Date: 10/01/2019

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

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	64.9	48.0	10.00	6.5	4.8	See Zip Code Analysis
<u>Internal Factors</u>						
Feeders	85.7	55.2	90.00	77.1	49.7	Feeders
Final Availability (%)			100.00	83.6	54.5	

**California State University
Sacramento
Availability Analysis**

Snapshot Date: 10/01/2019

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

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	74.4	37.0	40.00	29.8	14.8	See Zip Code Analysis
<u>Internal Factors</u>						
Feeders	80.4	43.0	60.00	48.3	25.8	Feeders
Final Availability (%)			100.00	78.0	40.6	

**California State University
Sacramento
Availability Analysis**

Snapshot Date: 10/01/2019

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

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	28.2	40.3	50.00	14.1	20.1	See Zip Code Analysis
<u>Internal Factors</u>						
Feeders	19.9	34.6	50.00	9.9	17.3	Feeders
Final Availability (%)			100.00	24.0	37.4	

**California State University
Sacramento
Availability Analysis**

Snapshot Date: 10/01/2019

Job Group: S6A - Skilled Crafts Level A

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>Internal Factors</u>						
Feeders	0.0	42.4	100.00	0.0	42.4	Feeders
	Final Availability (%)		100.00	0.0	42.4	

**California State University
Sacramento
Availability Analysis**

Snapshot Date: 10/01/2019

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

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	3.4	44.8	40.00	1.3	17.9	See Zip Code Analysis
<u>Internal Factors</u>						
Feeders	0.0	42.4	60.00	0.0	25.5	Feeders
Final Availability (%)			100.00	1.3	43.4	

**California State University
Sacramento
Availability Analysis**

Snapshot Date: 10/01/2019

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

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	3.8	40.0	80.00	3.1	32.0	See Zip Code Analysis
<u>Internal Factors</u>						
Feeders	0.0	36.0	20.00	0.0	7.2	Feeders
Final Availability (%)			100.00	3.1	39.2	

**California State University
Sacramento
Availability Analysis**

Snapshot Date: 10/01/2019

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

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	92.4	54.9	100.00	92.4	54.9	See Zip Code Analysis
	Final Availability (%)		100.00	92.4	54.9	

**California State University
Sacramento
Availability Analysis**

Snapshot Date: 10/01/2019

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

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	56.2	31.3	25.00	14.0	7.8	See Zip Code Analysis
<u>Internal Factors</u>						
Feeders	48.1	22.2	75.00	36.1	16.7	Feeders
Final Availability (%)			100.00	50.2	24.5	

**California State University
Sacramento
Availability Analysis**

Snapshot Date: 10/01/2019

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

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	53.3	30.6	30.00	16.0	9.2	See Zip Code Analysis
<u>Internal Factors</u>						
Feeders	66.7	66.7	70.00	46.7	46.7	Feeders
Final Availability (%)			100.00	62.7	55.8	

**California State University
Sacramento
Availability Analysis**

Snapshot Date: 10/01/2019

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

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	39.4	36.8	100.00	39.4	36.8	See Zip Code Analysis
	Final Availability (%)		100.00	39.4	36.8	

**California State University
Sacramento
Availability Analysis**

Snapshot Date: 10/01/2019

Job Group: XXA - Interpreters/ Interpret Helpers

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	65.9	58.7	80.00	52.7	46.9	See Zip Code Analysis
<u>Internal Factors</u>						
Feeders	92.9	42.9	20.00	18.6	8.6	Feeders
Final Availability (%)			100.00	71.3	55.5	

**California State University
Sacramento
Availability Analysis**

Snapshot Date: 10/01/2019

Job Group: XXC - Teacher/ Student Assistants

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	86.7	41.6	100.00	86.7	41.6	See Zip Code Analysis
	Final Availability (%)		100.00	86.7	41.6	

**California State University
Sacramento
Internal Availability**

Snapshot Date: 10/01/2019

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	78.0	39.9	60.1	5.0	17.4	16.1	0.0	0.5	0.9	78.0	39.9	60.1	5.0	17.4	16.1	0.0	0.5	0.9
Total:		100.00										78.0	39.9	60.1	5.0	17.4	16.1	0.0	0.5	0.9

**California State University
Sacramento
Internal Availability**

Snapshot Date: 10/01/2019

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	25.0	56.3	43.8	31.3	12.5	12.5	0.0	0.0	0.0	25.0	56.3	43.8	31.3	12.5	12.5	0.0	0.0	0.0
Total:		100.00										25.0	56.3	43.8	31.3	12.5	12.5	0.0	0.0	0.0

**California State University
Sacramento
Internal Availability**

Snapshot Date: 10/01/2019

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	25.0	56.3	43.8	31.3	12.5	12.5	0.0	0.0	0.0	25.0	56.3	43.8	31.3	12.5	12.5	0.0	0.0	0.0
Total:		100.00										25.0	56.3	43.8	31.3	12.5	12.5	0.0	0.0	0.0

**California State University
Sacramento
Internal Availability**

Snapshot Date: 10/01/2019

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	25.0	56.3	43.8	31.3	12.5	12.5	0.0	0.0	0.0	25.0	56.3	43.8	31.3	12.5	12.5	0.0	0.0	0.0
Total:		100.00										25.0	56.3	43.8	31.3	12.5	12.5	0.0	0.0	0.0

**California State University
Sacramento
Internal Availability**

Snapshot Date: 10/01/2019

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	25.0	56.3	43.8	31.3	12.5	12.5	0.0	0.0	0.0	20.0	45.0	35.0	25.0	10.0	10.0	0.0	0.0	0.0		
Sacramento	C7B - Secretarial/Clerica	20.00	77.8	33.3	66.7	0.0	22.2	0.0	0.0	11.1	0.0	15.6	6.7	13.3	0.0	4.4	0.0	0.0	2.2	0.0		
Total:		100.00										35.6	51.7	48.3	25.0	14.4	10.0	0.0	2.2	0.0		

**California State University
Sacramento
Internal Availability**

Snapshot Date: 10/01/2019

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	50.0	25.0	75.0	16.7	8.3	0.0	0.0	0.0	0.0	50.0	25.0	75.0	16.7	8.3	0.0	0.0	0.0	0.0		
Total:		100.00										50.0	25.0	75.0	16.7	8.3	0.0	0.0	0.0	0.0		

**California State University
Sacramento
Internal Availability**

Snapshot Date: 10/01/2019

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	57.1	36.7	63.3	14.3	6.1	16.3	0.0	0.0	0.0	51.4	33.1	56.9	12.9	5.5	14.7	0.0	0.0	0.0		
Sacramento	E0D - Administrator II	10.00	53.8	29.0	71.0	7.5	8.6	7.5	1.1	0.0	4.3	5.4	2.9	7.1	0.8	0.9	0.8	0.1	0.0	0.4		
Total:		100.00										56.8	36.0	64.0	13.6	6.4	15.4	0.1	0.0	0.4		

**California State University
Sacramento
Internal Availability**

Snapshot Date: 10/01/2019

AAP: Sacramento
Job Group: EOC - 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	EOD - Administrator II	90.00	53.8	29.0	71.0	7.5	8.6	7.5	1.1	0.0	4.3	48.4	26.1	63.9	6.8	7.7	6.8	1.0	0.0	3.9		
Sacramento	EOE - Administrator I	10.00	58.5	46.3	53.7	17.1	12.2	17.1	0.0	0.0	0.0	5.9	4.6	5.4	1.7	1.2	1.7	0.0	0.0	0.0		
Total:		100.00										54.2	30.8	69.2	8.5	9.0	8.5	1.0	0.0	3.9		

**California State University
Sacramento
Internal Availability**

Snapshot Date: 10/01/2019

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	58.5	46.3	53.7	17.1	12.2	17.1	0.0	0.0	0.0	58.5	46.3	53.7	17.1	12.2	17.1	0.0	0.0	0.0
Total:		100.00										58.5	46.3	53.7	17.1	12.2	17.1	0.0	0.0	0.0

**California State University
Sacramento
Internal Availability**

Snapshot Date: 10/01/2019

AAP: Sacramento
Job Group: EOE - 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	90.5	52.4	47.6	14.3	14.3	19.0	4.8	0.0	0.0	18.1	10.5	9.5	2.9	2.9	3.8	1.0	0.0	0.0		
Sacramento	P9C2 - Professional Non	80.00	78.0	39.9	60.1	5.0	17.4	16.1	0.0	0.5	0.9	62.4	31.9	48.1	4.0	13.9	12.8	0.0	0.4	0.7		
Total:		100.00										80.5	42.4	57.6	6.9	16.8	16.7	1.0	0.4	0.7		

**California State University
Sacramento
Internal Availability**

Snapshot Date: 10/01/2019

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	50.6	32.3	67.7	5.2	8.0	17.2	1.1	0.0	0.8	50.6	32.3	67.7	5.2	8.0	17.2	1.1	0.0	0.8		
Total:		100.00										50.6	32.3	67.7	5.2	8.0	17.2	1.1	0.0	0.8		

**California State University
Sacramento
Internal Availability**

Snapshot Date: 10/01/2019

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	51.6	24.1	75.9	4.1	7.6	9.9	1.0	0.1	1.5	51.6	24.1	75.9	4.1	7.6	9.9	1.0	0.1	1.5
Total:		100.00										51.6	24.1	75.9	4.1	7.6	9.9	1.0	0.1	1.5

**California State University
Sacramento
Internal Availability**

Snapshot Date: 10/01/2019

AAP: Sacramento
Job Group: F3A4 - Faculty Unit 3 Level A - Other

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	80.00	50.6	32.3	67.7	5.2	8.0	17.2	1.1	0.0	0.8	40.5	25.8	54.2	4.1	6.4	13.8	0.9	0.0	0.7
Sacramento	F3A3 - Faculty Unit 3 Lev	20.00	51.6	24.1	75.9	4.1	7.6	9.9	1.0	0.1	1.5	10.3	4.8	15.2	0.8	1.5	2.0	0.2	0.0	0.3
Total:		100.00										50.8	30.7	69.3	5.0	7.9	15.7	1.1	0.0	1.0

**California State University
Sacramento
Internal Availability**

Snapshot Date: 10/01/2019

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	36.4	63.6	36.4	12.1	33.3	15.2	0.0	0.0	3.0	36.4	63.6	36.4	12.1	33.3	15.2	0.0	0.0	3.0
Total:		100.00										36.4	63.6	36.4	12.1	33.3	15.2	0.0	0.0	3.0

**California State University
Sacramento
Internal Availability**

Snapshot Date: 10/01/2019

AAP: Sacramento

Job Group: POD - 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	6.3	31.3	68.8	6.3	18.8	6.3	0.0	0.0	0.0	6.3	31.3	68.8	6.3	18.8	6.3	0.0	0.0	0.0
Total:		100.00										6.3	31.3	68.8	6.3	18.8	6.3	0.0	0.0	0.0

**California State University
Sacramento
Internal Availability**

Snapshot Date: 10/01/2019

AAP: Sacramento

Job Group: P2A - Professional Non Faculty Unit 2 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	P2A - Professional Non F	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: 10/01/2019

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	86.2	50.2	49.8	8.9	23.2	10.3	1.5	1.5	4.9	8.6	5.0	5.0	0.9	2.3	1.0	0.1	0.1	0.5		
Sacramento	P4A - Professional Non F	90.00	71.0	59.0	41.0	14.7	27.6	14.3	0.9	0.0	1.4	63.9	53.1	36.9	13.3	24.9	12.9	0.8	0.0	1.2		
Total:		100.00										72.5	58.1	41.9	14.2	27.2	13.9	1.0	0.1	1.7		

**California State University
Sacramento
Internal Availability**

Snapshot Date: 10/01/2019

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	6.3	31.3	68.8	6.3	18.8	6.3	0.0	0.0	0.0	6.3	31.3	68.8	6.3	18.8	6.3	0.0	0.0	0.0
Total:		100.00										6.3	31.3	68.8	6.3	18.8	6.3	0.0	0.0	0.0

**California State University
Sacramento
Internal Availability**

Snapshot Date: 10/01/2019

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	70.0	55.0	45.0	0.0	40.0	10.0	0.0	0.0	5.0	70.0	55.0	45.0	0.0	40.0	10.0	0.0	0.0	5.0		
Total:		100.00										70.0	55.0	45.0	0.0	40.0	10.0	0.0	0.0	5.0		

**California State University
Sacramento
Internal Availability**

Snapshot Date: 10/01/2019

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	90.5	52.4	47.6	14.3	14.3	19.0	4.8	0.0	0.0	72.4	41.9	38.1	11.4	11.4	15.2	3.8	0.0	0.0
Sacramento	T7D - Technical/Paraprof	20.00	66.7	66.7	33.3	33.3	33.3	0.0	0.0	0.0	0.0	13.3	13.3	6.7	6.7	6.7	0.0	0.0	0.0	0.0
Total:		100.00										85.7	55.2	44.8	18.1	18.1	15.2	3.8	0.0	0.0

**California State University
Sacramento
Internal Availability**

Snapshot Date: 10/01/2019

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	86.2	50.2	49.8	8.9	23.2	10.3	1.5	1.5	4.9	25.9	15.1	14.9	2.7	6.9	3.1	0.4	0.4	1.5
Sacramento	P9C2 - Professional Non	70.00	78.0	39.9	60.1	5.0	17.4	16.1	0.0	0.5	0.9	54.6	27.9	42.1	3.5	12.2	11.2	0.0	0.3	0.6
Total:		100.00										80.4	43.0	57.0	6.2	19.1	14.3	0.4	0.8	2.1

**California State University
Sacramento
Internal Availability**

Snapshot Date: 10/01/2019

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	19.9	34.6	65.4	1.5	12.5	18.4	0.0	0.0	2.2	19.9	34.6	65.4	1.5	12.5	18.4	0.0	0.0	2.2
Total:		100.00										19.9	34.6	65.4	1.5	12.5	18.4	0.0	0.0	2.2

**California State University
Sacramento
Internal Availability**

Snapshot Date: 10/01/2019

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	42.4	57.6	6.1	27.3	9.1	0.0	0.0	0.0	0.0	42.4	57.6	6.1	27.3	9.1	0.0	0.0	0.0		
Total:		100.00											0.0	42.4	57.6	6.1	27.3	9.1	0.0	0.0		

**California State University
Sacramento
Internal Availability**

Snapshot Date: 10/01/2019

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	42.4	57.6	6.1	27.3	9.1	0.0	0.0	0.0	0.0	42.4	57.6	6.1	27.3	9.1	0.0	0.0	0.0
Total:		100.00										0.0	42.4	57.6	6.1	27.3	9.1	0.0	0.0	0.0

**California State University
Sacramento
Internal Availability**

Snapshot Date: 10/01/2019

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	36.0	64.0	4.0	24.0	4.0	0.0	4.0	0.0	0.0	36.0	64.0	4.0	24.0	4.0	0.0	4.0	0.0
Total:		100.00										0.0	36.0	64.0	4.0	24.0	4.0	0.0	4.0	0.0

**California State University
Sacramento
Internal Availability**

Snapshot Date: 10/01/2019

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	48.1	22.2	77.8	3.7	7.4	7.4	0.0	0.0	3.7	48.1	22.2	77.8	3.7	7.4	7.4	0.0	0.0	3.7
Total:		100.00										48.1	22.2	77.8	3.7	7.4	7.4	0.0	0.0	3.7

**California State University
Sacramento
Internal Availability**

Snapshot Date: 10/01/2019

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	66.7	66.7	33.3	33.3	33.3	0.0	0.0	0.0	0.0	66.7	66.7	33.3	33.3	33.3	0.0	0.0	0.0	0.0		
Total:		100.00										66.7	66.7	33.3	33.3	33.3	0.0	0.0	0.0	0.0		

**California State University
Sacramento
Internal Availability**

Snapshot Date: 10/01/2019

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	92.9	42.9	57.1	0.0	14.3	14.3	7.1	7.1	0.0	92.9	42.9	57.1	0.0	14.3	14.3	7.1	7.1	0.0
Total:		100.00										92.9	42.9	57.1	0.0	14.3	14.3	7.1	7.1	0.0

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

Snapshot Date: 10/01/2019

Job Group: C0E - Secretarial/Clerical Administrator 1
Test: Whole Person
Total Employees: 2

Total

	FEMALE	MINORITY
Employees (#)	2	2
Employees (%)	100.0	100.0
Availability (%) Goal	90.5	34.4
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

**California State University
Sacramento**
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 10/01/2019

Job Group: C7A - Secretarial/Clerical Unit 7 Level A
Test: Whole Person
Total Employees: 16

	Total	
	FEMALE	MINORITY
Employees (#)	4	9
Employees (%)	25.0	56.3
Availability (%) Goal	55.6	49.6
Test: Whole Person	YES	NO
Add'l Needed to Eliminate Problem Area (#)	4	0

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

Snapshot Date: 10/01/2019

Job Group: C7A12MO - Secretarial/Clerical Unit 7 Level A - Admin Support Assistant 12
Test: Whole Person
Total Employees: 96

Total

	FEMALE	MINORITY
Employees (#)	77	77
Employees (%)	80.2	80.2
Availability (%) Goal	76.5	38.8
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

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

Snapshot Date: 10/01/2019

Job Group: C7B - Secretarial/Clerical Unit 7 Level B
Test: Whole Person
Total Employees: 9

	Total	
	FEMALE	MINORITY
Employees (#)	7	3
Employees (%)	77.8	33.3
Availability (%) Goal	57.4	45.8
Test: Whole Person	NO	YES
Add'l Needed to Eliminate Problem Area (#)	0	1

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

Snapshot Date: 10/01/2019

Job Group: C7B12MO - Secretarial/Clerical Unit 7 Level B - Admin Support Coord 12 Mo
Test: Whole Person
Total Employees: 203

Total

	FEMALE	MINORITY
Employees (#)	175	102
Employees (%)	86.2	50.2
Availability (%) Goal	64.6	42.3
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

**California State University
Sacramento**
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 10/01/2019

Job Group: E0A - President
Test: Whole Person
Total Employees: 1

Total		
	FEMALE	MINORITY
Employees (#)	0	0
Employees (%)	0.0	0.0
Availability (%) Goal	25.0	14.7
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

**California State University
Sacramento**
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 10/01/2019

Job Group: E0B - Administrator IV
Test: Whole Person
Total Employees: 24

Total		
	FEMALE	MINORITY
Employees (#)	12	6
Employees (%)	50.0	25.0
Availability (%) Goal	62.4	27.3
Test: Whole Person	YES	NO
Add'l Needed to Eliminate Problem Area (#)	2	0

**California State University
Sacramento**
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 10/01/2019

Job Group: EOC - Administrator III
Test: Whole Person
Total Employees: 49

	Total	
	FEMALE	MINORITY
Employees (#)	28	18
Employees (%)	57.1	36.7
Availability (%) Goal	64.9	27.9
Test: Whole Person	YES	NO
Add'l Needed to Eliminate Problem Area (#)	3	0

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

Snapshot Date: 10/01/2019

Job Group: E0D - Administrator II
Test: Whole Person
Total Employees: 93

Total		
	FEMALE	MINORITY
Employees (#)	50	27
Employees (%)	53.8	29.0
Availability (%) Goal	65.3	32.1
Test: Whole Person	YES	YES
Add'l Needed to Eliminate Problem Area (#)	10	2

**California State University
Sacramento**
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 10/01/2019

Job Group: EOE - Administrator I
Test: Whole Person
Total Employees: 41

Total		
	FEMALE	MINORITY
Employees (#)	24	19
Employees (%)	58.5	46.3
Availability (%) Goal	69.2	30.8
Test: Whole Person	YES	NO
Add'l Needed to Eliminate Problem Area (#)	4	0

**California State University
Sacramento**
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 10/01/2019

Job Group: F3A1 - Faculty Unit 3 Level A - Department Chairs
Test: Whole Person
Total Employees: 32

	Total	
	FEMALE	MINORITY
Employees (#)	9	5
Employees (%)	28.1	15.6
Availability (%) Goal	58.2	29.8
Test: Whole Person	YES	YES
Add'l Needed to Eliminate Problem Area (#)	9	4

**California State University
Sacramento**
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 10/01/2019

Job Group: F3A2 - Faculty Unit 3 Level A - Instructors
Test: Whole Person
Total Employees: 715

	Total	
	FEMALE	MINORITY
Employees (#)	362	231
Employees (%)	50.6	32.3
Availability (%) Goal	54.8	30.3
Test: Whole Person	YES	NO
Add'l Needed to Eliminate Problem Area (#)	29	0

**California State University
Sacramento**
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 10/01/2019

Job Group: F3A3 - Faculty Unit 3 Level A - Lecturers
Test: Whole Person
Total Employees: 1,005

Total		
	FEMALE	MINORITY
Employees (#)	519	242
Employees (%)	51.6	24.1
Availability (%) Goal	55.6	31.9
Test: Whole Person	YES	YES
Add'l Needed to Eliminate Problem Area (#)	39	78

**California State University
Sacramento**
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 10/01/2019

Job Group: F3A4 - Faculty Unit 3 Level A - Other
Test: Whole Person
Total Employees: 1

Total		
	FEMALE	MINORITY
Employees (#)	1	0
Employees (%)	100.0	0.0
Availability (%) Goal	58.2	36.0
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

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

Snapshot Date: 10/01/2019

Job Group: M5A1 - Service/Maintenance Unit 5 Level A - Custodians
Test: Whole Person
Total Employees: 117

Total

	FEMALE	MINORITY
Employees (#)	36	87
Employees (%)	30.8	74.4
Availability (%) Goal	27.7	65.3
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

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

Snapshot Date: 10/01/2019

Job Group: M7E - Service/Maintenance Unit 7 Level E
Test: Whole Person
Total Employees: 33

	Total	
	FEMALE	MINORITY
Employees (#)	12	21
Employees (%)	36.4	63.6
Availability (%) Goal	52.9	43.6
Test: Whole Person	YES	NO
Add'l Needed to Eliminate Problem Area (#)	5	0

**California State University
Sacramento**
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 10/01/2019

Job Group: P0D - Professional Non Faculty Administrator II
Test: Whole Person
Total Employees: 4

	Total	
	FEMALE	MINORITY
Employees (#)	0	0
Employees (%)	0.0	0.0
Availability (%) Goal	6.3	31.3
Test: Whole Person	NO	YES
Add'l Needed to Eliminate Problem Area (#)	0	1

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

Snapshot Date: 10/01/2019

Job Group: P1A - Professional Non Faculty Unit 1 Level A
Test: Whole Person
Total Employees: 18

Total

	FEMALE	MINORITY
Employees (#)	11	9
Employees (%)	61.1	50.0
Availability (%) Goal	60.9	32.9
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

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

Snapshot Date: 10/01/2019

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	90.9	50.6
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

**California State University
Sacramento**
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 10/01/2019

Job Group: P3B - Professional Non Faculty Unit 3 Level B
Test: Whole Person
Total Employees: 65

	Total	
	FEMALE	MINORITY
Employees (#)	20	16
Employees (%)	30.8	24.6
Availability (%) Goal	36.3	30.6
Test: Whole Person	YES	YES
Add'l Needed to Eliminate Problem Area (#)	3	3

**California State University
Sacramento**
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 10/01/2019

Job Group: P3C - Professional Non Faculty Unit 3 Level C
Test: Whole Person
Total Employees: 23

	Total	
	FEMALE	MINORITY
Employees (#)	16	8
Employees (%)	69.6	34.8
Availability (%) Goal	82.7	26.0
Test: Whole Person	YES	NO
Add'l Needed to Eliminate Problem Area (#)	3	0

**California State University
Sacramento**
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 10/01/2019

Job Group: P4A - Professional Non Faculty Level A
Test: Whole Person
Total Employees: 217

	Total	
	FEMALE	MINORITY
Employees (#)	154	128
Employees (%)	71.0	59.0
Availability (%) Goal	67.6	48.0
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

**California State University
Sacramento**
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 10/01/2019

Job Group: P8A - Professional Non Faculty Unit 8 Level A
Test: Whole Person
Total Employees: 16

	Total	
	FEMALE	MINORITY
Employees (#)	1	5
Employees (%)	6.3	31.3
Availability (%) Goal	16.7	31.3
Test: Whole Person	YES	NO
Add'l Needed to Eliminate Problem Area (#)	1	0

**California State University
Sacramento**
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 10/01/2019

Job Group: P9C - Professional Non Faculty Unit 9 Level C
Test: Whole Person
Total Employees: 20

	Total	
	FEMALE	MINORITY
Employees (#)	14	11
Employees (%)	70.0	55.0
Availability (%) Goal	71.2	52.5
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

**California State University
Sacramento**
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 10/01/2019

Job Group: P9C1 - Professional Non Faculty Unit 9 Level C - Accountants
Test: Whole Person
Total Employees: 21

	Total	
	FEMALE	MINORITY
Employees (#)	19	11
Employees (%)	90.5	52.4
Availability (%) Goal	83.6	54.5
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

**California State University
Sacramento**
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 10/01/2019

Job Group: P9C2 - Professional Non Faculty Unit 9 Level C - Admin Analyst/Spclst
Test: Whole Person
Total Employees: 218

	Total	
	FEMALE	MINORITY
Employees (#)	170	87
Employees (%)	78.0	39.9
Availability (%) Goal	78.0	40.6
Test: Whole Person	NO	YES
Add'l Needed to Eliminate Problem Area (#)	0	1

**California State University
Sacramento**
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 10/01/2019

Job Group: P9C3 - Professional Non Faculty Unit 9 Level C - Info Tech Consultants
Test: Whole Person
Total Employees: 136

	Total	
	FEMALE	MINORITY
Employees (#)	27	47
Employees (%)	19.9	34.6
Availability (%) Goal	24.0	37.4
Test: Whole Person	YES	YES
Add'l Needed to Eliminate Problem Area (#)	5	3

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

Snapshot Date: 10/01/2019

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	42.4
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

**California State University
Sacramento**
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 10/01/2019

Job Group: S6A1 - Skilled Crafts Level A - Building & Facilities Workers
Test: Whole Person
Total Employees: 33

Total

	FEMALE	MINORITY
Employees (#)	0	14
Employees (%)	0.0	42.4
Availability (%) Goal	1.3	43.4
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

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

Snapshot Date: 10/01/2019

Job Group: S6A2 - Skilled Crafts Level A - Other Skilled Workers
Test: Whole Person
Total Employees: 25

Total

	FEMALE	MINORITY
Employees (#)	0	9
Employees (%)	0.0	36.0
Availability (%) Goal	3.1	39.2
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

**California State University
Sacramento**
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 10/01/2019

Job Group: T2A - Technical/Paraprofessional Unit 2 Level A
Test: Whole Person
Total Employees: 9

Total

	FEMALE	MINORITY
Employees (#)	9	6
Employees (%)	100.0	66.7
Availability (%) Goal	92.4	54.9
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

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

Snapshot Date: 10/01/2019

Job Group: T7C - Technical/Paraprofessional Unit 7 Level C
Test: Whole Person
Total Employees: 27

Total		
	FEMALE	MINORITY
Employees (#)	13	6
Employees (%)	48.1	22.2
Availability (%) Goal	50.2	24.5
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

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

Snapshot Date: 10/01/2019

Job Group: T7D - Technical/Paraprofessional Unit 7 Level D
Test: Whole Person
Total Employees: 3

Total

	FEMALE	MINORITY
Employees (#)	2	2
Employees (%)	66.7	66.7
Availability (%) Goal	62.7	55.8
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

**California State University
Sacramento**
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 10/01/2019

Job Group: T9B - Technical/Paraprofessional Unit 9 Level B
Test: Whole Person
Total Employees: 95

Total		
	FEMALE	MINORITY
Employees (#)	41	32
Employees (%)	43.2	33.7
Availability (%) Goal	39.4	36.8
Test: Whole Person	NO	YES
Add'l Needed to Eliminate Problem Area (#)	0	2

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

Snapshot Date: 10/01/2019

Job Group: XXA - Interpreters/ Interpret Helpers
Test: Whole Person
Total Employees: 14

	Total	
	FEMALE	MINORITY
Employees (#)	13	6
Employees (%)	92.9	42.9
Availability (%) Goal	71.3	55.5
Test: Whole Person	NO	YES
Add'l Needed to Eliminate Problem Area (#)	0	1

**California State University
Sacramento**
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 10/01/2019

Job Group: XXC - Teacher/ Student Assistants
Test: Whole Person
Total Employees: 320

	Total	
	FEMALE	MINORITY
Employees (#)	184	188
Employees (%)	57.5	58.8
Availability (%) Goal	86.7	41.6
Test: Whole Person	YES	NO
Add'l Needed to Eliminate Problem Area (#)	93	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	16	Females	5	31.3%	55.7%	1	1	100.0%	YES
		Minority	8	50.0%			1	100.0%	
C7B - Secretarial/Clerical Unit 7 Level B	11	Females	8	72.7%	41.2%	0	0	0.0%	NO
		Minority	3	27.3%			0	0.0%	
E0B - Administrator IV	19	Females	8	42.1%	61.8%	10	7	70.0%	YES
		Minority	6	31.6%			3	30.0%	
E0C - Administrator III	48	Females	26	54.2%	64.7%	8	6	75.0%	YES
		Minority	16	33.3%			4	50.0%	
E0D - Administrator II	86	Females	44	51.2%	66.4%	12	7	58.3%	NO
		Minority	27	31.4%			2	16.7%	
E0E - Administrator I	36	Females	23	63.9%	68.8%	9	4	44.4%	NO
		Minority	18	50.0%			3	33.3%	
F3A1 - Faculty Unit 3 Level A - Department Chairs	35	Females	13	37.1%	57.3%	1	0	0.0%	NO
		Minority	9	25.7%			0	0.0%	
F3A2 - Faculty Unit 3 Level A - Instructors	626	Females	305	48.7%	55.1%	42	26	61.9%	YES
		Minority	213	34.0%			20	47.6%	
F3A3 - Faculty Unit 3 Level A - Lecturers	888	Females	469	52.8%	55.7%	177	96	54.2%	NO
		Minority	219	24.7%			50	28.2%	
F3A4 - Faculty Unit 3 Level A - Other	2	Females	0	0.0%	58.0%	0	0	0.0%	NO
		Minority	0	0.0%			0	0.0%	
M7E - Service/Maintenance Unit 7 Level E	28	Females	7	25.0%	56.5%	11	6	54.5%	NO
		Minority	17	60.7%			7	63.6%	

* Placements consist of hires and promotions into the target job group from 10/01/2018 to 09/30/2019

**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	#	%	
P0D - Professional Non Faculty Administrator II	4	Females	0	0.0%	33.3%	0	0	0.0%	NO
		Minority	0	0.0%			0	0.0%	
P3B - Professional Non Faculty Unit 3 Level B	55	Females	18	32.7%	36.3%	27	6	22.2%	NO
		Minority	16	29.1%			7	25.9%	
P3C - Professional Non Faculty Unit 3 Level C	25	Females	18	72.0%	82.8%	1	1	100.0%	YES
		Minority	8	32.0%			0	0.0%	
P8A - Professional Non Faculty Unit 8 Level A	15	Females	1	6.7%	16.8%	0	0	0.0%	NO
		Minority	5	33.3%			0	0.0%	
P9C2 - Professional Non Faculty Unit 9 Level C - Admin Analyst/Spclst	210	Females	163	77.6%	78.3%	35	27	77.1%	NO
		Minority	85	40.5%			11	31.4%	
P9C3 - Professional Non Faculty Unit 9 Level C - Info Tech Consultants	116	Females	19	16.4%	22.0%	23	10	43.5%	YES
		Minority	40	34.5%			9	39.1%	
T9B - Technical/Paraprofessional Unit 9 Level B	89	Females	36	40.4%	36.9%	15	13	86.7%	YES
		Minority	29	32.6%			6	40.0%	
XXA - Interpreters/ Interpret Helpers	14	Females	13	92.9%	53.9%	1	1	100.0%	YES
		Minority	5	35.7%			1	100.0%	
XXC - Teacher/ Student Assistants	366	Females	220	60.1%	86.7%	241	133	55.2%	NO
		Minority	204	55.7%			137	56.8%	

* Placements consist of hires and promotions into the target job group from 10/01/2018 to 09/30/2019

**California State University
Sacramento
Personnel Transactions Summary**

Snapshot Date: 10/01/2019

Job Group: C0E - Secretarial/Clerical Administrator 1

Transaction Dates: 10/01/2018 To 09/30/2019

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	3	22	0	25	0	0	0	0	0	0	0	1	1
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	7	0	8	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	6	0	6	0	0	0	0	0	0	0	0	0
Unknown (Race)	2	3	0	5									
Total	6	38	0	44	0	1	1	0	0	0	0	1	1
Total Minority	1	13	0	14	0	1	1	0	0	0	0	0	0

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

**California State University
Sacramento
Personnel Transactions Summary**

Snapshot Date: 10/01/2019

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

Transaction Dates: 10/01/2018 To 09/30/2019

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	1	5	0	6	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	1	1	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	0	3	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	2	0	2	0	0	0	0	0	0	0	0	0
Unknown (Race)	2	3	0	5									
Total	3	13	0	16	0	1	1	0	0	0	0	0	0
Total Minority	0	5	0	5	0	1	1	0	0	0	0	0	0

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	1	1	0	0	0	0	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
Sacramento
Personnel Transactions Summary**

Snapshot Date: 10/01/2019

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

Transaction Dates: 10/01/2018 To 09/30/2019

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	130	480	11	621	4	3	7	0	0	0	2	3	5
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	2	2	4
Hispanic	0	0	0	0	1	12	13	0	0	0	2	12	14
Asian	57	156	2	215	2	2	4	0	0	0	0	6	6
Nat. Amer.	13	41	0	54	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	58	216	3	277	0	1	1	0	0	0	0	0	0
Unknown (Race)	42	118	28	188									
Total	300	1011	44	1355	7	18	25	0	0	0	6	23	29
Total Minority	128	413	5	546	3	15	18	0	0	0	4	20	24

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

**California State University
Sacramento
Personnel Transactions Summary**

Snapshot Date: 10/01/2019

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

Transaction Dates: 10/01/2018 To 09/30/2019

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0	0	0	1	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	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	1	1
Total Minority	0	0	0	0	0	0	0	0	0	0	0	0	0

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	1	0	1	0	0	0	1	0	1
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	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	1	0	1	0	0	0	1	0	1
Total Minority	0	0	0	0	0	0	0	0	0

**California State University
Sacramento
Personnel Transactions Summary**

Snapshot Date: 10/01/2019

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

Transaction Dates: 10/01/2018 To 09/30/2019

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	397	1,301	21	1719	3	17	20	0	0	0	2	15	17
Afr. Amer.	0	0	0	0	0	3	3	0	0	0	1	6	7
Hispanic	0	0	0	0	1	4	5	0	1	1	1	3	4
Asian	161	339	5	505	3	1	4	0	0	0	0	4	4
Nat. Amer.	52	90	0	142	0	1	1	0	0	0	0	0	0
NHOPI	0	0	0	0	1	0	1	0	0	0	0	0	0
Two or More	148	484	4	636	0	1	1	0	0	0	1	0	1
Unknown (Race)	93	232	57	382									
Total	851	2446	87	3384	8	27	35	0	1	1	5	28	33
Total Minority	361	913	9	1283	5	10	15	0	1	1	3	13	16

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	1	9	10	1	4	5	0	3	3
Afr. Amer.	0	1	1	0	1	1	0	0	0
Hispanic	0	3	3	0	1	1	0	1	1
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	1	1	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	1	14	15	1	9	10	0	4	4
Total Minority	0	5	5	0	5	5	0	1	1

**California State University
Sacramento
Personnel Transactions Summary**

Snapshot Date: 10/01/2019

Job Group: E0A - President

Transaction Dates: 10/01/2018 To 09/30/2019

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

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

**California State University
Sacramento
Personnel Transactions Summary**

Snapshot Date: 10/01/2019

Job Group: E0B - Administrator IV

Transaction Dates: 10/01/2018 To 09/30/2019

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	29	22	0	51	2	0	2	0	0	0	2	1	3
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	1	1
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	4	3	0	7	0	0	0	0	0	0	0	1	1
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	10	10	0	20	0	0	0	0	0	0	0	0	0
Unknown (Race)	4	0	5	9									
Total	47	36	5	88	2	0	2	0	0	0	2	3	5
Total Minority	14	14	0	28	0	0	0	0	0	0	0	2	2

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

**California State University
Sacramento
Personnel Transactions Summary**

Snapshot Date: 10/01/2019

Job Group: E0C - Administrator III

Transaction Dates: 10/01/2018 To 09/30/2019

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	43	39	0	82	0	1	1	0	0	0	3	3	6
Afr. Amer.	0	0	0	0	0	2	2	0	0	0	1	0	1
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	16	11	0	27	1	0	1	0	0	0	0	0	0
Nat. Amer.	1	0	0	1	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	9	19	1	29	0	0	0	0	0	0	0	0	0
Unknown (Race)	10	2	15	27									
Total	79	71	16	166	1	3	4	0	0	0	4	3	7
Total Minority	26	30	1	57	1	2	3	0	0	0	1	0	1

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	3	3	1	2	3	0	0	0
Afr. Amer.	0	1	1	0	1	1	1	0	1
Hispanic	0	1	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	1	1	0	0	0	0	0	0
Total	0	6	6	1	3	4	1	0	1
Total Minority	0	3	3	0	1	1	1	0	1

**California State University
Sacramento
Personnel Transactions Summary**

Snapshot Date: 10/01/2019

Job Group: E0D - Administrator II

Transaction Dates: 10/01/2018 To 09/30/2019

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	96	123	2	221	4	3	7	0	0	0	2	1	3
Afr. Amer.	0	0	0	0	0	1	1	0	0	0	0	1	1
Hispanic	0	0	0	0	0	0	0	0	0	0	1	1	2
Asian	21	21	1	43	0	0	0	0	0	0	0	0	0
Nat. Amer.	4	4	0	8	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	38	40	0	78	1	0	1	0	0	0	0	0	0
Unknown (Race)	10	14	7	31									
Total	169	202	10	381	5	4	9	0	0	0	3	4	7
Total Minority	63	65	1	129	1	1	2	0	0	0	1	3	4

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	2	1	3	0	3	3	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	2	1	3	0	3	3	1	0	1
Total Minority	0	0	0	0	0	0	0	0	0

**California State University
Sacramento
Personnel Transactions Summary**

Snapshot Date: 10/01/2019

Job Group: EOE - Administrator I

Transaction Dates: 10/01/2018 To 09/30/2019

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	112	110	2	224	1	3	4	0	0	0	1	1	2
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	1	1
Asian	14	25	0	39	0	0	0	0	0	0	0	0	0
Nat. Amer.	13	2	0	15	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	63	56	3	122	0	0	0	0	0	0	1	0	1
Unknown (Race)	12	18	8	38									
Total	214	211	13	438	2	3	5	0	0	0	2	2	4
Total Minority	90	83	3	176	1	0	1	0	0	0	1	1	2

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	2	2	2	0	2	1	0	1
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	1	0	1	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	2	2	3	1	4	1	0	1
Total Minority	0	0	0	1	1	2	0	0	0

**California State University
Sacramento
Personnel Transactions Summary**

Snapshot Date: 10/01/2019

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

Transaction Dates: 10/01/2018 To 09/30/2019

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	1	0	0	1	1	0	1	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	1	0	0	1	1	0	1	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0	0	0	0	0

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	2	2	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	2	2	0	0	0	0	1	1
Total Minority	0	0	0	0	0	0	0	1	1

**California State University
Sacramento
Personnel Transactions Summary**

Snapshot Date: 10/01/2019

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

Transaction Dates: 10/01/2018 To 09/30/2019

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	740	460	13	1213	10	11	21	0	1	1	4	6	10
Afr. Amer.	0	0	0	0	1	4	5	0	0	0	1	0	1
Hispanic	0	0	0	0	2	3	5	0	0	0	0	0	0
Asian	463	326	9	798	3	7	10	0	0	0	1	0	1
Nat. Amer.	18	6	0	24	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	113	79	4	196	0	0	0	0	0	0	0	0	0
Unknown (Race)	56	49	132	237									
Total	1390	920	158	2468	16	25	41	0	1	1	6	6	12
Total Minority	594	411	13	1018	6	14	20	0	0	0	2	0	2

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	1	1	0	1	1	17	19	36
Afr. Amer.	0	1	1	0	0	0	3	1	4
Hispanic	0	0	0	0	0	0	0	2	2
Asian	0	0	0	0	0	0	6	4	10
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	0	1	1	26	26	52
Total Minority	0	1	1	0	0	0	9	7	16

**California State University
Sacramento
Personnel Transactions Summary**

Snapshot Date: 10/01/2019

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

Transaction Dates: 10/01/2018 To 09/30/2019

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	2	3	0	5	63	64	127	0	0	0	80	87	167
Afr. Amer.	0	0	0	0	2	5	7	0	0	0	3	9	12
Hispanic	0	0	0	0	5	12	17	0	0	0	10	8	18
Asian	0	0	0	0	9	11	20	0	0	0	9	11	20
Nat. Amer.	0	0	0	0	0	1	1	0	0	0	1	1	2
NHOPI	0	0	0	0	0	0	0	0	0	0	1	0	1
Two or More	0	0	0	0	2	3	5	0	0	0	3	4	7
Unknown (Race)	0	0	0	0									
Total	2	3	0	5	81	96	177	0	0	0	107	120	227
Total Minority	0	0	0	0	18	32	50	0	0	0	27	33	60

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

**California State University
Sacramento
Personnel Transactions Summary**

Snapshot Date: 10/01/2019

Job Group: F3A4 - Faculty Unit 3 Level A - Other

Transaction Dates: 10/01/2018 To 09/30/2019

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

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

**California State University
Sacramento
Personnel Transactions Summary**

Snapshot Date: 10/01/2019

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

Transaction Dates: 10/01/2018 To 09/30/2019

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	152	29	0	181	3	0	3	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	2	1	3	0	0	0	2	2	4
Asian	44	23	0	67	2	1	3	1	0	1	2	0	2
Nat. Amer.	35	9	0	44	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	129	43	0	172	0	0	0	0	0	0	0	0	0
Unknown (Race)	48	26	6	80									
Total	408	130	6	544	8	2	10	1	0	1	5	2	7
Total Minority	208	75	0	283	5	2	7	1	0	1	4	2	6

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

**California State University
Sacramento
Personnel Transactions Summary**

Snapshot Date: 10/01/2019

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

Transaction Dates: 10/01/2018 To 09/30/2019

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	45	64	2	111	2	2	4	0	0	0	5	0	5
Afr. Amer.	0	0	0	0	1	0	1	0	0	0	0	0	0
Hispanic	0	0	0	0	1	2	3	0	0	0	3	2	5
Asian	26	11	1	38	1	2	3	0	0	0	0	0	0
Nat. Amer.	7	6	0	13	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	22	56	0	78	0	0	0	0	0	0	0	0	0
Unknown (Race)	14	20	8	42									
Total	114	157	11	282	5	6	11	0	0	0	8	2	10
Total Minority	55	73	1	129	3	4	7	0	0	0	3	2	5

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	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
Personnel Transactions Summary**

Snapshot Date: 10/01/2019

Job Group: P0D - Professional Non Faculty Administrator II

Transaction Dates: 10/01/2018 To 09/30/2019

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

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

**California State University
Sacramento
Personnel Transactions Summary**

Snapshot Date: 10/01/2019

Job Group: P0E - Professional Non Faculty Management Intern

Transaction Dates: 10/01/2018 To 09/30/2019

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0	0	0	1	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	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	1	1
Total Minority	0	0	0	0	0	0	0	0	0	0	0	0	0

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

**California State University
Sacramento
Personnel Transactions Summary**

Snapshot Date: 10/01/2019

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

Transaction Dates: 10/01/2018 To 09/30/2019

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	14	86	1	101	3	0	3	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	1	1
Hispanic	0	0	0	0	0	1	1	0	0	0	0	0	0
Asian	14	18	0	32	0	0	0	0	0	0	0	1	1
Nat. Amer.	1	5	0	6	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	6	31	0	37	0	0	0	0	0	0	0	0	0
Unknown (Race)	2	18	6	26									
Total	37	158	7	202	3	1	4	0	0	0	0	2	2
Total Minority	21	54	0	75	0	1	1	0	0	0	0	2	2

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	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
Personnel Transactions Summary**

Snapshot Date: 10/01/2019

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

Transaction Dates: 10/01/2018 To 09/30/2019

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

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

**California State University
Sacramento
Personnel Transactions Summary**

Snapshot Date: 10/01/2019

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

Transaction Dates: 10/01/2018 To 09/30/2019

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	29	24	0	53	17	3	20	0	0	0	13	2	15
Afr. Amer.	0	0	0	0	0	0	0	1	0	1	2	0	2
Hispanic	3	0	0	3	3	2	5	0	0	0	1	2	3
Asian	7	3	0	10	0	1	1	0	0	0	1	0	1
Nat. Amer.	1	2	0	3	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	7	3	0	10	1	0	1	0	0	0	0	1	1
Unknown (Race)	3	6	2	11									
Total	50	38	2	90	21	6	27	1	0	1	17	5	22
Total Minority	18	8	0	26	4	3	7	1	0	1	4	3	7

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	1	0	1	0	0	0	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	1	0	1	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0

**California State University
Sacramento
Personnel Transactions Summary**

Snapshot Date: 10/01/2019

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

Transaction Dates: 10/01/2018 To 09/30/2019

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	13	20	0	33	0	1	1	0	0	0	0	4	4
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	1	1	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	2	2	0	4	0	0	0	0	0	0	0	0	0
Unknown (Race)	1	2	6	9									
Total	17	25	6	48	0	1	1	0	0	0	0	4	4
Total Minority	3	3	0	6	0	0	0	0	0	0	0	0	0

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

**California State University
Sacramento
Personnel Transactions Summary**

Snapshot Date: 10/01/2019

Job Group: P4A - Professional Non Faculty Level A

Transaction Dates: 10/01/2018 To 09/30/2019

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	422	907	10	1339	3	6	9	0	0	0	2	9	11
Afr. Amer.	0	0	0	0	3	6	9	0	0	0	1	1	2
Hispanic	0	0	0	0	4	7	11	0	0	0	3	3	6
Asian	152	290	7	449	2	5	7	0	0	0	4	5	9
Nat. Amer.	41	67	1	109	0	1	1	0	0	0	1	0	1
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	226	481	8	715	1	0	1	0	0	0	1	0	1
Unknown (Race)	110	261	71	442									
Total	951	2006	97	3054	13	25	38	0	0	0	12	18	30
Total Minority	419	838	16	1273	10	19	29	0	0	0	10	9	19

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	4	4	1	6	7
Afr. Amer.	0	0	0	0	0	0	0	2	2
Hispanic	1	0	1	0	0	0	3	5	8
Asian	0	1	1	0	0	0	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	0	0	0	0	0	0	0	0	0
Total	1	1	2	0	4	4	4	15	19
Total Minority	1	1	2	0	0	0	3	9	12

**California State University
Sacramento
Personnel Transactions Summary**

Snapshot Date: 10/01/2019

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

Transaction Dates: 10/01/2018 To 09/30/2019

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

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

**California State University
Sacramento
Personnel Transactions Summary**

Snapshot Date: 10/01/2019

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

Transaction Dates: 10/01/2018 To 09/30/2019

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	22	28	0	50	0	0	0	0	0	0	1	2	3
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	1	0	1	0	1	1	0	0	0	0	0	0
Asian	0	3	0	3	1	0	1	0	0	0	0	1	1
Nat. Amer.	1	1	0	2	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	2	6	0	8	0	0	0	0	0	0	0	0	0
Unknown (Race)	1	4	2	7									
Total	26	43	2	71	1	1	2	0	0	0	1	3	4
Total Minority	3	11	0	14	1	1	2	0	0	0	0	1	1

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	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	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	0	0

**California State University
Sacramento
Personnel Transactions Summary**

Snapshot Date: 10/01/2019

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

Transaction Dates: 10/01/2018 To 09/30/2019

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	15	38	1	54	0	0	0	0	0	0	0	3	3
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	25	33	1	59	0	1	1	0	0	0	1	0	1
Nat. Amer.	2	2	0	4	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	1	1	0	0	0
Two or More	8	13	0	21	0	0	0	0	0	0	0	0	0
Unknown (Race)	2	7	7	16									
Total	52	93	9	154	0	2	2	0	1	1	1	3	4
Total Minority	35	48	1	84	0	2	2	0	1	1	1	0	1

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	1	3	4
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	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	2	4	6
Total Minority	0	0	0	0	0	0	1	1	2

**California State University
Sacramento
Personnel Transactions Summary**

Snapshot Date: 10/01/2019

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

Transaction Dates: 10/01/2018 To 09/30/2019

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	313	579	8	900	4	11	15	0	0	0	4	13	17
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	1	3	4
Hispanic	0	1	0	1	1	2	3	0	0	0	2	2	4
Asian	96	142	2	240	1	2	3	0	0	0	0	3	3
Nat. Amer.	28	40	1	69	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	94	196	2	292	0	0	0	0	0	0	0	0	0
Unknown (Race)	40	105	41	186									
Total	571	1063	54	1688	6	15	21	0	0	0	7	21	28
Total Minority	218	379	5	602	2	4	6	0	0	0	3	8	11

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	2	3	5	2	7	9	1	3	4
Afr. Amer.	0	0	0	0	1	1	0	0	0
Hispanic	0	1	1	0	3	3	0	1	1
Asian	0	0	0	0	1	1	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	2	4	6	2	12	14	1	5	6
Total Minority	0	1	1	0	5	5	0	2	2

**California State University
Sacramento
Personnel Transactions Summary**

Snapshot Date: 10/01/2019

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

Transaction Dates: 10/01/2018 To 09/30/2019

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	232	137	3	372	6	4	10	0	0	0	7	3	10
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	2	2	0	0	0	2	0	2
Asian	163	105	2	270	3	2	5	0	1	1	1	2	3
Nat. Amer.	13	4	1	18	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	53	32	1	86	2	0	2	0	0	0	0	0	0
Unknown (Race)	32	14	19	65									
Total	493	292	26	811	11	8	19	0	1	1	10	5	15
Total Minority	229	141	4	374	5	4	9	0	1	1	3	2	5

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	2	2	4	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	2	0	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	0	0	0	0	0	0	0	0	0
Total	0	0	0	2	2	4	2	0	2
Total Minority	0	0	0	0	0	0	2	0	2

**California State University
Sacramento
Personnel Transactions Summary**

Snapshot Date: 10/01/2019

Job Group: S6A - Skilled Crafts Level A

Transaction Dates: 10/01/2018 To 09/30/2019

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

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	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
Personnel Transactions Summary**

Snapshot Date: 10/01/2019

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

Transaction Dates: 10/01/2018 To 09/30/2019

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	97	3	0	100	2	0	2	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	13	0	0	13	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	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	12	1	1	14	0	0	0	0	0	0	0	0	0
Unknown (Race)	23	0	3	26									
Total	147	4	4	155	2	0	2	0	0	0	1	0	1
Total Minority	27	1	1	29	0	0	0	0	0	0	0	0	0

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

**California State University
Sacramento
Personnel Transactions Summary**

Snapshot Date: 10/01/2019

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

Transaction Dates: 10/01/2018 To 09/30/2019

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	34	0	1	35	1	0	1	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	1	0	1	0	0	0	0	0	0
Asian	1	0	0	1	0	0	0	0	0	0	0	0	0
Nat. Amer.	4	0	1	5	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	8	1	0	9	0	0	0	0	0	0	0	0	0
Unknown (Race)	12	0	4	16									
Total	59	1	6	66	2	0	2	0	0	0	0	0	0
Total Minority	13	1	1	15	1	0	1	0	0	0	0	0	0

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

**California State University
Sacramento
Personnel Transactions Summary**

Snapshot Date: 10/01/2019

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

Transaction Dates: 10/01/2018 To 09/30/2019

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	8	75	1	84	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	7	26	1	34	0	0	0	0	0	0	0	0	0
Nat. Amer.	4	5	0	9	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	35	1	40	0	0	0	0	0	0	0	1	1
Unknown (Race)	2	26	1	29									
Total	25	167	4	196	0	1	1	0	0	0	0	1	1
Total Minority	15	66	2	83	0	1	1	0	0	0	0	1	1

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

**California State University
Sacramento
Personnel Transactions Summary**

Snapshot Date: 10/01/2019

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

Transaction Dates: 10/01/2018 To 09/30/2019

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	82	121	2	205	1	2	3	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	8	19	0	27	0	1	1	0	0	0	0	0	0
Nat. Amer.	6	6	0	12	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	17	17	1	35	0	0	0	0	0	0	1	0	1
Unknown (Race)	10	22	2	34									
Total	123	185	5	313	1	3	4	0	0	0	1	0	1
Total Minority	31	42	1	74	0	1	1	0	0	0	1	0	1

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

**California State University
Sacramento
Personnel Transactions Summary**

Snapshot Date: 10/01/2019

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

Transaction Dates: 10/01/2018 To 09/30/2019

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	3	1	0	4	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	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	1	0	0	1	0	0	0	0	0	0	0	0	0
Unknown (Race)	1	1	1	3									
Total	6	4	1	11	0	0	0	0	0	0	0	0	0
Total Minority	2	2	0	4	0	0	0	0	0	0	0	0	0

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	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
Personnel Transactions Summary**

Snapshot Date: 10/01/2019

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

Transaction Dates: 10/01/2018 To 09/30/2019

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	127	152	4	283	2	6	8	0	0	0	3	5	8
Afr. Amer.	0	0	0	0	0	2	2	0	0	0	0	1	1
Hispanic	0	0	0	0	0	2	2	0	0	0	0	1	1
Asian	43	32	0	75	0	1	1	0	0	0	1	1	2
Nat. Amer.	17	10	0	27	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	25	41	0	66	0	1	1	0	0	0	0	1	1
Unknown (Race)	27	30	15	72									
Total	239	265	19	523	2	12	14	0	0	0	4	9	13
Total Minority	85	83	0	168	0	6	6	0	0	0	1	4	5

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	1	1	2	0	1	1	3	1	4
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	1	1	2	0	1	1	3	2	5
Total Minority	0	0	0	0	0	0	0	1	1

**California State University
Sacramento
Personnel Transactions Summary**

Snapshot Date: 10/01/2019

Job Group: XXA - Interpreters/ Interpret Helpers

Transaction Dates: 10/01/2018 To 09/30/2019

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	1	7	1	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	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	1	1	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	3	0	3	0	0	0	0	0	0	0	0	0
Unknown (Race)	1	3	0	4									
Total	2	13	1	16	0	1	1	0	0	0	0	0	0
Total Minority	0	3	0	3	0	1	1	0	0	0	0	0	0

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

**California State University
Sacramento
Personnel Transactions Summary**

Snapshot Date: 10/01/2019

Job Group: XXC - Teacher/ Student Assistants

Transaction Dates: 10/01/2018 To 09/30/2019

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	49	55	0	104	49	55	104	0	0	0	56	83	139
Afr. Amer.	4	10	0	14	4	10	14	0	0	0	7	7	14
Hispanic	25	42	0	67	25	42	67	0	0	0	36	52	88
Asian	22	19	0	41	22	19	41	0	0	0	25	34	59
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	2	0	2
NHOPI	0	1	0	1	0	1	1	0	0	0	0	2	2
Two or More	8	6	0	14	8	6	14	0	0	0	10	16	26
Unknown (Race)	0	0	0	0									
Total	108	133	0	241	108	133	241	0	0	0	136	194	330
Total Minority	59	78	0	137	59	78	137	0	0	0	80	111	191

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

California State University

Sacramento

Data Collection Analysis/Hiring Benchmark (Protected Veterans)*

Current Snapshot Date: 10/01/2019

Category	10/1/18	10/1/19
Job Openings	982	869
Jobs Filled	982	869
Applicants for all jobs	15,584	17,758
Applicants who self-identified as Protected Veterans	350	304
Applicants Hired	919	858
Protected Veterans Hired	11	9
Hiring Benchmark**	6.4	5.9
Overall protected veterans hired (%)	1.2	1.0

* 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.

** 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: 10/01/2019

Category	10/1/18			10/1/19		
Job Openings	982			869		
Jobs Filled	982			869		
Applicants for all jobs	15,584			17,758		
Applicants who self-identified as individual(s) with Disability	669			913		
Applicants Hired	919			858		
Individual(s) with Disability Hired	30			38		
Nationwide utilization goal for qualified individuals with disabilities (%)**	7.0			7.0		
Total incumbency of individuals with disabilities (%)	4.4			4.5		
Job Group	EE #	EE IWD #	EE IWD %	EE #	EE IWD #	EE IWD %
C0E - Secretarial/Clerical Administrator 1	1	N/A	N/A	2	N/A	N/A
C7A - Secretarial/Clerical Unit 7 Level A	16	0	0.0	16	0	0.0
C7A12MO - Secretarial/Clerical Unit 7 Level A - Admin Support Assistant 12	101	2	2.0	96	3	3.1
C7B - Secretarial/Clerical Unit 7 Level B	11	0	0.0	9	N/A	N/A
C7B12MO - Secretarial/Clerical Unit 7 Level B - Admin Support Coord 12 Mo	188	11	5.9	203	12	5.9
E0A - President	1	N/A	N/A	1	N/A	N/A
E0B - Administrator IV	19	0	0.0	24	0	0.0
E0C - Administrator III	48	0	0.0	49	0	0.0
E0D - Administrator II	86	2	2.3	93	3	3.2
E0E - Administrator I	36	2	5.6	41	1	2.4
F3A1 - Faculty Unit 3 Level A - Department Chairs	35	1	2.9	32	2	6.3

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** 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: 10/01/2019

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Job Group	EE #	EE IWD #	EE IWD %	EE #	EE IWD #	EE IWD %
F3A2 - Faculty Unit 3 Level A - Instructors	626	20	3.2	715	21	2.9
F3A3 - Faculty Unit 3 Level A - Lecturers	888	46	5.2	1,005	57	5.7
F3A4 - Faculty Unit 3 Level A - Other	2	N/A	N/A	1	N/A	N/A
M5A1 - Service/Maintenance Unit 5 Level A - Custodians	109	9	8.3	117	8	6.8
M7E - Service/Maintenance Unit 7 Level E	28	0	0.0	33	0	0.0
P0D - Professional Non Faculty Administrator II	4	N/A	N/A	4	N/A	N/A
P0E - Professional Non Faculty Management Intern	1	N/A	N/A	0	N/A	N/A
P1A - Professional Non Faculty Unit 1 Level A	14	2	14.3	18	2	11.1
P2A - Professional Non Faculty Unit 2 Level A	0	N/A	N/A	1	N/A	N/A
P3B - Professional Non Faculty Unit 3 Level B	55	0	0.0	65	0	0.0
P3C - Professional Non Faculty Unit 3 Level C	25	2	8.0	23	2	8.7

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California State University
Sacramento
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Total incumbency of individuals with disabilities (%)	4.4			4.5		
Job Group	EE #	EE IWD #	EE IWD %	EE #	EE IWD #	EE IWD %
P4A - Professional Non Faculty Level A	191	12	6.3	217	10	4.6
P8A - Professional Non Faculty Unit 8 Level A	15	0	0.0	16	0	0.0
P9C - Professional Non Faculty Unit 9 Level C	20	2	10.0	20	1	5.0
P9C1 - Professional Non Faculty Unit 9 Level C - Accountants	22	0	0.0	21	0	0.0
P9C2 - Professional Non Faculty Unit 9 Level C - Admin Analyst/Spclst	210	13	6.2	218	12	5.5
P9C3 - Professional Non Faculty Unit 9 Level C - Info Tech Consultants	116	8	6.9	136	11	8.1
S6A - Skilled Crafts Level A	0	N/A	N/A	1	N/A	N/A
S6A1 - Skilled Crafts Level A - Building & Facilities Workers	33	0	0.0	33	1	3.0
S6A2 - Skilled Crafts Level A - Other Skilled Workers	21	0	0.0	25	0	0.0
T2A - Technical/Paraprofessional Unit 2 Level A	8	N/A	N/A	9	N/A	N/A
T7C - Technical/Paraprofessional Unit 7 Level C	22	0	0.0	27	1	3.7

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

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Individual(s) with Disability Hired	30			38		
Nationwide utilization goal for qualified individuals with disabilities (%)**	7.0			7.0		
Total incumbency of individuals with disabilities (%)	4.4			4.5		
Job Group	EE #	EE IWD #	EE IWD %	EE #	EE IWD #	EE IWD %
T7D - Technical/Paraprofessional Unit 7 Level D	3	N/A	N/A	3	N/A	N/A
T9B - Technical/Paraprofessional Unit 9 Level B	89	2	2.2	95	2	2.1
XXA - Interpreters/ Interpret Helpers	14	1	7.1	14	1	7.1
XXC - Teacher/ Student Assistants	366	14	3.8	320	17	5.3

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