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# Preface

University of North Georgia (also referred to as the University) is fully committed to the concept and practice of equal opportunity and affirmative action.

In the preparation of this Affirmative Action Program (AAP), University of North Georgia has been guided by Executive Order 11246 and its implementing regulations. Nothing contained in this AAP or its supporting data should be construed as an admission by the University, in whole or in part, that it has contravened any federal, state or local employment practice laws.

In developing and implementing the AAP, the University has been guided by its established policy of providing equal employment opportunity. Nothing herein is intended to sanction the discriminatory treatment of any person. Indeed, all employment decisions at the University are made based on job related criteria. Thus, this AAP has been developed in strict reliance upon the Guidelines on Affirmative Action issued by the Equal Employment Opportunity Commission ("EEOC") (29 C.F.R. Part 1608).

While University of North Georgia firmly believes in wide dissemination of its affirmative action policies and equal employment opportunity practices, this AAP contains certain proprietary information relating to the University.

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This AAP does not constitute an express or implied contract between the University and its employees, job applicants, or other persons, nor does it change in any way the basic at will employment relationship all University employees have with the University. Nothing in this AAP creates a private right of action on behalf of any individual group against the University.

## Introduction

Ever committed to affirmative action, University of North Georgia has prepared this AAP to cover employees reporting to and/or working in All Data. This plan also covers employees working in other establishments who report to managers included in this plan. In accordance with 41 C.F.R. 60-2.1, employees included in AAPs other than where they are located are listed in the annotated employee list reports. These reports identify the actual location of such employees.

As detailed in the Job Group Analysis, this AAP covers 3005 employees including 524 (17.44%) minorities and 1755 (58.4%) women. It is expected these employees will help us to reach mutual goals of profitability and efficiency, resulting in both business and personal growth. As described in detail in the Plan that follows, the management of University of North Georgia has a continuing commitment to the practice and implemented action of this AAP.

# Equal Employment Opportunity and Affirmative Action Statement of Policy

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## Religious and National Origin Discrimination Policy

41 C.F.R. 60.501 – 60.505

Pursuant to the University's equal employment opportunity and affirmative action policy, we have adopted the following policy prohibiting religious and national discrimination and harassment in the workplace. This policy applies to all terms and



# Responsibility for Implementation

41 C.F.R. 60-2.17

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As one of the diagnostic components of University of North Georgia's AAP, and to conform to applicable regulations, the University has completed a profile of the workforce at the All Data establishment. The



539560		<b>Total</b>	1	<b>Mal</b>	1	1	0	0	0	0	0	0	0
PT Unlimited Term Tech/Para	5	<b>Tot Min</b>	0	<b>Fem</b>	0	0	0	0	0	0	0	0	0
539016		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0	0
Student Assistant	4	<b>Tot Min</b>	0	<b>Fem</b>	1	1	0	0	0	0	0	0	0
534950		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0	0
Office Administrator	4	<b>Tot Min</b>	0	<b>Fem</b>	1	1	0	0	0	0	0	0	0
534926		<b>Total</b>	3	<b>Mal</b>	1	0	0	0	0	0	0	0	1
Accompanist	3	<b>Tot Min</b>	1	<b>Fem</b>	2	2	0	0	0	0	0	0	0
00308E		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0	0
Assoc Dept Chair/Dir/Hd AC	3	<b>Tot Min</b>	0	<b>Fem</b>	1	1	0	0	0	0	0	0	0
539320		<b>Total</b>	20	<b>Mal</b>	13	11	2	0	0	0	0	0	0
Temporary Faculty	2	<b>Tot Min</b>	2	<b>Fem</b>	7	7	0	0	0	0	0	0	0
539PBF		<b>Total</b>	1	<b>Mal</b>	1	1	0	0	0	0	0	0	0
Current Term Partial-Ben Fac	2	<b>Tot Min</b>	0	<b>Fem</b>	0	0	0	0	0	0	0	0	0
539FBF		<b>Total</b>	2	<b>Mal</b>	2	2	0	0	0	0	0	0	0
Current Term Full-Ben Faculty	2	<b>Tot Min</b>	0	<b>Fem</b>	0	0	0	0	0	0	0	0	0
00202X		<b>Total</b>	4	<b>Mal</b>	3	3	0	0	0	0	0	0	0
Assistant Professor	2	<b>Tot Min</b>	0	<b>Fem</b>	1	1	0	0	0	0	0	0	0
00200X		<b>Total</b>	5	<b>Mal</b>	5	4	0	0	0	0	0	0	1
Professor	2	<b>Tot Min</b>	1	<b>Fem</b>	0	0	0	0	0	0	0	0	0
00201X		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0	0
Associate Professor	2	<b>Tot Min</b>	1	<b>Fem</b>	1	0	0	1	0	0	0	0	0
00196X		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0	0
Dept Chair/Head AC	1	<b>Tot Min</b>	0	<b>Fem</b>	0	0	0	0	0	0	0	0	0

Tc(Associate Professor) Tj0 Tr ETBT0 Tw 1868 308.50 Tr.25 154.9639 31 26.5 re f .89804 .8ETB 70 Tw j00 Tc sociate Pr

# Workforce Analysis

5300212000

Theatre

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
533838		Total	1	Mal	0	0	0	0	0	0	0
Dept Business Officer	6	Tot Min	0	Fem	1	1	0	0	0	0	0
534925		Total	1	Mal	0	0	0	0	0	0	0
Box Office Assistant	4	Tot Min	0	Fem	1	1	0	0	0	0	0
532535		Total	1	Mal	1	1	0	0	0	0	0
Production Technical Director	4	Tot Min	0	Fem	0	0	0	0	0	0	0
539PBF		Total	1	Mal	1	1	0	0	0	0	0
Current Term Partial-Ben Fac	2	Tot Min	0	Fem	0	0	0	0	0	0	0
00204X		Total	1	Mal	0	0	0	0	0	0	0
Lecturer	2	Tot Min	0	Fem	1	1	0	0	0	0	0
00202X		Total	1	Mal	1	1	0	0	0	0	0
Assistant Professor	2	Tot Min	0	Fem	0	0	0	0	0	0	0
00200X		Total	2	Mal	1	1	0	0	0	0	0
Professor	2	Tot Min	0	Fem	1	1	0	0	0	0	0
00201X		Total	2	Mal	1	1	0	0	0	0	0
Associate Professor	2	Tot Min	0	Fem	1	1	0	0	0	0	0
00196X		Total	1	Mal	1	1	0	0	0	0	0
Dept Chair/Head AC	1	Tot Min	0	Fem	0	0	0	0	0	0	0
<b>Total for 5300212000</b>		<b>Total</b>	<b>12</b>	<b>Mal</b>	<b>6</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
		<b>Tot Min</b>	<b>0</b>	<b>Fem</b>	<b>6</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

5300214000

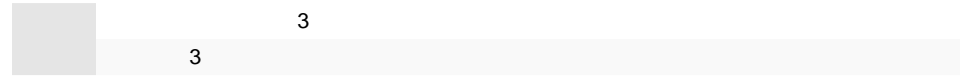
English

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
539016		Total	1	Mal	0	0	0	0	0	0	0
Student Assistant	4	Tot Min	0	Fem	1	1	0	0	0	0	0
534950		Total	1	Mal	0	0	0	0	0	0	0
Office Administrator	4	Tot Min	0	Fem	1	1	0	0	0	0	0
00308E		Total	1	Mal	1	1	0	0	0	0	0
Assoc Dept Chair/Dir/Hd AC	3	Tot Min	0	Fem	0	0	0	0	0	0	0
539320		Total	5	Mal	3	2	1	0	0	0	0
Temporary Faculty	2	Tot Min	2	Fem	2	1	0	1	0	0	0

## Workforce Analysis

539PBF		<b>Total</b>	2	<b>Mal</b>	2	2	0	0	0	0	0	0
Current Term Partial-Ben Fac	2	<b>Tot Min</b>	0	<b>Fem</b>	0	0	0	0	0	0	0	0
00922X		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0
Limited Term Faculty	2	<b>Tot Min</b>	0	<b>Fem</b>	1	1	0	0	0	0	0	0
00204X		<b>Total</b>	34	<b>Mal</b>	18	16	1	0	0	0	0	1
Lecturer	2	<b>Tot Min</b>	3	<b>Fem</b>	16	15	0	0	0	0	0	1
00202X		<b>Total</b>	12	<b>Mal</b>	6	6	0	0	0	0	0	0
Assistant Professor	2	<b>Tot Min</b>	1	<b>Fem</b>	6	5	0	1	0	0	0	0
00200X		<b>Total</b>	5	<b>Mal</b>	1	1	0	0	0	0	0	0
Professor	2	<b>Tot Min</b>	0	<b>Fem</b>	4	4	0	0	0	0	0	0
00201X		<b>Total</b>	16	<b>Mal</b>	11	11	0	0	0	0	0	0
Associate Professor	2	<b>Tot Min</b>	0	<b>Fem</b>	5	5	0	0	0	0	0	0
00196X		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0
Dept Chair/Head AC	1	<b>Tot Min</b>	0	<b>Fem</b>	1	1	0	0	0	0	0	0
<b>Total for 5300214000</b>		<b>Total</b>	79	<b>Mal</b>	42	39	2	0	0	0	0	1
		<b>Tot Min</b>	6	<b>Fem</b>	37	34	0	2	0	0	0	1

534950		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0
Office Administrator	4	<b>Tot Min</b>	0	<b>Fem</b>	1	1	0	0	0	0	0	0
00308E		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0
Assoc Dept Chair/Dir/Hd AC	3				1	1	0	0	0	0	0	0
539320		<b>Total</b>	5	<b>Mal</b>	1	1	0	0	0	0	0	0
Temporary Faculty	2	<b>Tot Min</b>	0	<b>Fem</b>	4	4	0	0	0	0	0	0
539PBF					1	1	0	0	0	0	0	0
Current Term Partial-Ben Fac	2	<b>Tot Min</b>	0	<b>Fem</b>	0	0	0	0	0	0	0	0
00922X		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0
Limited Term Faculty	2	<b>Tot Min</b>	1	<b>Fem</b>	1	0	0	0	1	0	0	0
00204X		<b>Total</b>	8	<b>Mal</b>	3	1	1	0	1	0	0	0
Lecturer	2	<b>Tot Min</b>	5	<b>Fem</b>	5	2	0	0	0	0	0	3





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539PBF  
Current Term Partial-Ben Fac 2

<b>Total</b>	2	<b>Mal</b>	2	1	0	0	0	0	0	1
<b>Tot Min</b>	1	<b>Fem</b>	0	0	0	0	0	0	0	0

534950		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0	0
Office Administrator	4	<b>Tot Min</b>	0	<b>Fem</b>	1	1	0	0	0	0	0	0	0
00308E		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0	0
Assoc Dept Chair/Dir/Hd AC	3	<b>Tot Min</b>	0	<b>Fem</b>	1	1	0	0	0	0	0	0	0
539320		<b>Total</b>	10	<b>Mal</b>	6	5	0	0	1	0	0	0	0
Temporary Faculty	2	<b>Tot Min</b>	3	<b>Fem</b>	4	2	2	0	0	0	0	0	0
539PBF		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0	0
Current Term Partial-Ben Fac	2	<b>Tot Min</b>	0	<b>Fem</b>	1	Total	0	0	0	0	0	0	0
00202W		<b>Total</b>	1	<b>Mal</b>	1	1	0	0	0	0	0	0	0
Visiting Asst Professor	20	<b>Tot Min</b>	0	<b>Fem</b>	0	0	0	0	0	0	0	0	0
				<b>Mal</b>		1							
						5							

# Workforce Analysis

5300219000

Sociology & Human Services

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
00204X		Total 5	Mal 2	2	0	0	0	0	0	0
Lecturer	2	Tot Min 1	Fem 3	2	1	0	0	0	0	0
00202X		Total 5	Mal 3	1	0	1	0	0	0	1
Assistant Professor	2	Tot Min 2	Fem 2	2	0	0	0	0	0	0
00200X		Total 5	Mal 3	1	2	0	0	0	0	0
Professor	2	Tot Min 2	Fem 2	2	0	0	0	0	0	0
00201X		Total 2	Mal 1	1	0	0	0	0	0	0
Associate Professor	2	Tot Min 0	Fem 1	1	0	0	0	0	0	0
00196X		Total 1	Mal 0	0	0	0	0	0	0	0
Dept Chair/Head AC	1	Tot Min 0	Fem 1	1	0	0	0	0	0	0
<b>Total for 5300219000</b>		<b>Total 23</b>	<b>Mal 11</b>	<b>7</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>
		<b>Tot Min 6</b>	<b>Fem 12</b>	<b>10</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>

5300311000

Communication: Media & Journal

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
535955		Total 1	Mal 1	1	0	0	0	0	0	0
Media Production Tech Support	5	Tot Min 0	Fem 0	0	0	0	0	0	0	0
539016		Total 1	Mal 0	0	0	0	0	0	0	0
Student Assistant	4	Tot Min 0	Fem 1	1	0	0	0	0	0	0
534950		Total 1	Mal 0	0	0	0	0	0	0	0
Office Administrator	4	Tot Min 0	Fem 1	1	0	0	0	0	0	0
539320		Total 12	Mal 10	8	1	0	0	0	0	1
Temporary Faculty	2	Tot Min 3	Fem 2	1	1	0	0	0	0	0
539PBF		Total 2	Mal 0	0	0	0	0	0	0	0
Current Term Partial-Ben Fac	2	Tot Min 0	Fem 2	2	0	0	0	0	0	0
00922X		Total 3	Mal 1	1	0	0	0	0	0	0
Limited Term Faculty	2	Tot Min 0	Fem 2	2	0	0	0	0	0	0
00204X		Total 6	Mal 3	3	0	0	0	0	0	0
Lecturer	2	Tot Min 1	Fem 3	2	0	1	0	0	0	0
00202X		Total 8	Mal 5	5	0	0	0	0	0	0
Assistant Professor	2	Tot Min 1	Fem 3	2	1	0	0	0	0	0

00200X		<b>Total</b>	2	<b>Mal</b>	1	1	0	0	0	0	0	0	0
Professor	2	<b>Tot Min</b>	0	<b>Fem</b>	1	1	0	0	0	0	0	0	0
00201X		<b>Total</b>	2	<b>Mal</b>	1	1	0	0	0	0	0	0	0
Associate Professor	2	<b>Tot Min</b>	0	<b>Fem</b>	1	1	0	0	0	0	0	0	0
00196X		<b>Total</b>	1	<b>Mal</b>	1	1	0	0	0	0	0	0	0
Dept Chair/Head AC	1	<b>Tot Min</b>	0	<b>Fem</b>	0	0	0	0	0	0	0	0	0

39

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00200X		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0
Professor	2	<b>Tot Min</b>	0	<b>Fem</b>	1	1	0	0	0	0	0	0
00201X		<b>Total</b>	3	<b>Mal</b>	3	2	0	1	0	0	0	0
Associate Professor	2	<b>Tot Min</b>	1	<b>Fem</b>	0	0	0	0	0	0	0	0
00196M		<b>Total</b>	1	<b>Mal</b>	1	1	0	0	0	0	0	0
Interim Dept Chair/Head AC	1	<b>Tot Min</b>	0	<b>Fem</b>	0	0	0	0	0	0	0	0
00120M			1	<b>Mal</b>	0	0	0	0	0	0	0	0
Interim Dean AC	1		0	<b>Fem</b>	1	1	0	0	0	0	0	0



533938		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0	0
Program Manager	3	<b>Tot Min</b>	0	<b>Fem</b>	1	1	0	0	0	0	0	0	0
		<b>Total</b>	2		0	0	0	0	0	0	0	0	0
		<b>Tot Min</b>	0		2	0	0	0	0	0	0	0	0



# Workforce Analysis

5300415400

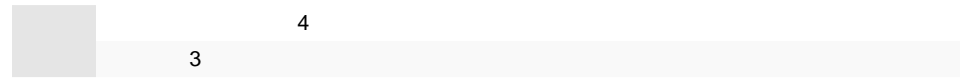
Pol Sci/Internat'l Affairs

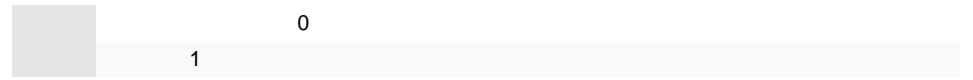
Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
00922X		Total	3	Mal	1	1	0	0	0	0	0
Limited Term Faculty	2	Tot Min	0	Fem	2	2	0	0	0	0	0
00204X		Total	5	Mal	3	3	0	0	0	0	0
Lecturer	2	Tot Min	0	Fem	2	2	0	0	0	0	0
00204U		Total	1	Mal	0	0	0	0	0	0	0
Senior Lecturer	2	Tot Min	0	Fem	1	1	0	0	0	0	0
00202X		Total	7	Mal	5	4	0	1	0	0	0
Assistant Professor	2	Tot Min	2	Fem	2	1	0	0	0	0	1
00200X		Total	5	Mal	5	4	0	0	0	1	0
Professor	2	Tot Min	1	Fem	0	0	0	0	0	0	0
00201X		Total	6	Mal	5	4	0	0	0	0	1
Associate Professor	2	Tot Min	1	Fem	1	1	0	0	0	0	0
00196X		Total	1	Mal	0	0	0	0	0	0	0
Dept Chair/Head AC	1	Tot Min	0	Fem	1	1	0	0	0	0	0
<b>Total for 5300415400</b>		<b>Total</b>	<b>38</b>	<b>Mal</b>	<b>24</b>	<b>21</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>1</b>
		<b>Tot Min</b>	<b>5</b>	<b>Fem</b>	<b>14</b>	<b>12</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>

5300415500

Criminal Justice

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
00909X		Total	1	Mal	1	1	0	0	0	0	0
Graduate Assistant (Hourly)	4	Tot Min	0	Fem	0	0	0	0	0	0	0
534950		Total	1	Mal	0	0	0	0	0	0	0
Office Administrator	4	Tot Min	0	Fem	1	1	0	0	0	0	0
533294		Total	1	Mal	0	0	0	0	0	0	0
Coord, Public Safety Academy	4	Tot Min	0	Fem	1	1	0	0	0	0	0
539320		Total	1	Mal	1	1	0	0	0	0	0
Temporary Faculty	2	Tot Min	0	Fem	0	0	0	0	0	0	0
539PBF		Total	1	Mal	1	1	0	0	0	0	0
Current Term Partial-Ben Fac	2	Tot Min	0	Fem	0	0	0	0	0	0	0
00204X		Total	1	Mal	1	1	0	0	0	0	0
Lecturer	2	Tot Min	0	Fem	0	0	0	0	0	0	0





532225		Total	1	Mal	0	0	0	0	0	0	0	0	0
Program Admissions Specialist	4	Tot Min	0	Fem	1	1	0	0	0	0	0	0	0
539320		Total	3	Mal	1	1	0	0	0	0	0	0	0
Temporary Faculty	2	Tot Min	0	Fem	2	2	0	0	0	0	0	0	0
539PBF		Total	1	Mal	0	0	0	0	0	0	0	0	0
Current Term Partial-Ben Fac	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0	0
00922X		Total	1	Mal	1	1	0	0	0	0	0	0	0
Limited Term Faculty	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0	0
00204X		Total	2	Mal	1	1	0	0	0	0	0	0	0
Lecturer	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0	0
00204U		Total	1	Mal	0	0	0	0	0	0	0	0	0
Senior Lecturer	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0	0
00202X		Total	8	Mal	4	4	0	0	0	0	0	0	0
Assistant Professor	2	Tot Min	2	Fem	4	2	1	0	0	0	0	0	1
00201X		Total	3	Mal	3	3	0	0	0	0	0	0	0
Associate Professor	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0	0
00196X		Total	1	Mal	1	1	0	0	0	0	0	0	0
Dept Chair/Head AC	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0	0
<b>Total for 5300613000</b>		Total	23	Mal	12	12	0	0	0	0	0	0	0
		Tot Min	2	Fem	11	9	1	0	0	0	0	0	1

53CLAB		Total	4	Mal	1	1	0	0	0	0	0	0	0
Casual Labor Budget	5	Tot Min	0	Fem	3	3	0	0	0	0	0	0	0
539360		Total	2	Mal	0	0	0	0	0	0	0	0	0
Temporary Technical/Paraprofes	5	Tot Min	0	Fem	2	2	0	0	0	0	0	0	0

0



539016		<b>Total</b>	36	<b>Mal</b>	8	8	0	0	0	0	0	0	0
Student Assistant	4	<b>Tot Min</b>	1	<b>Fem</b>	28	27	0	1	0	0	0	0	0
<b>Total for 5300811050</b>		<b>Total</b>	36	<b>Mal</b>	8	8	0	0	0	0	0	0	0
		<b>Tot Min</b>	1	<b>Fem</b>	28	27	0	1	0	0	0	0	0

539016		<b>Total</b>	23	<b>Mal</b>	5	3	0	1	0	0	0	0	1
Student Assistant	4	<b>Tot Min</b>	3	<b>Fem</b>	18	17	0	0	0	0	0	0	1
<b>Total for 5300811060</b>		<b>Total</b>	23	<b>Mal</b>	5	3	0	1	0	0	0	0	1
		<b>Tot Min</b>	3	<b>Fem</b>	18	17	0	0	0	0	0	0	1

539016		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0	0
Student Assistant	4	<b>Tot Min</b>	0	<b>Fem</b>	1	1	0	0	0	0	0	0	0
<b>Total for 5300811070</b>		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0	0
		<b>Tot Min</b>	0	<b>Fem</b>	1	1	0	0	0	0	0	0	0

539016			4	<b>Mal</b>	2	2	0	0	0	0	0	0	0
Student Assistant	4		0	<b>Fem</b>	2	2	0	0	0	0	0	0	0

539PBF		<b>Total</b>	2	<b>Mal</b>	1	1	0	0	0	0	0	0	0
Current Term Partial-Ben Fac	2	<b>Tot Min</b>	0	<b>Fem</b>	1	1	0	0	0	0	0	0	0
00922X		<b>Total</b>	3	<b>Mal</b>	0	0	0	0	0	0	0	0	0
Limited Term Faculty	2	<b>Tot Min</b>	0	<b>Fem</b>	3	3	0	0	0	0	0	0	0
00204X		<b>Total</b>	4	<b>Mal</b>	2	2	0	0	0	0	0	0	0
Lecturer	2	<b>Tot Min</b>	0	<b>Fem</b>	2	2	0	0	0	0	0	0	0
00204U		<b>Total</b>	2	<b>Mal</b>	2	2	0	0	0	0	0	0	0
Senior Lecturer	2	<b>Tot Min</b>	0	<b>Fem</b>	0	0	0	0	0	0	0	0	0
00202X		<b>Total</b>	27	<b>Mal</b>	18	7	1	9	0	0	0	0	1
Assistant Professor	2	<b>Tot Min</b>	13	<b>Fem</b>	9	7	0	2	0	0	0	0	0
00200X		<b>Total</b>	11	<b>Mal</b>	8	7	0	1	0	0	0	0	0
Professor	2	<b>Tot Min</b>	1	<b>Fem</b>	3	3	0	0	0	0	0	0	0
00201X		<b>Total</b>	10	<b>Mal</b>	7	4	1	2	0	0	0	0	0
Associate Professor	2	<b>Tot Min</b>	4	<b>Fem</b>	3	2	0	0	0	0	0	0	1
00196X		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0	0
Dept Chair/Head AC	1	<b>Tot Min</b>	0	<b>Fem</b>									
<b>Total for 5300812000</b>		<b>Total</b>	86	<b>Mal</b>	47	29	3	14	0	0	0	0	1
		<b>Tot Min</b>	22	<b>Fem</b>	39	35	1	2	0	0	0	0	1

539016		<b>Total</b>	1	<b>Mal</b>	1	1	0	0	0	0	0	0	0
Student Assistant	4	<b>Tot Min</b>	0	<b>Fem</b>	0	0	0	0	0	0	0	0	0
539320		<b>Total</b>	4	<b>Mal</b>	3	3	0	0	0	0	0	0	0
Temporary Faculty	2	<b>Tot Min</b>	1	<b>Fem</b>	1	0	1	0	0	0	0	0	0
00922X		<b>Total</b>	4	<b>Mal</b>	3	2	0	0	0	0	0	0	1
Limited Term Faculty	2	<b>Tot Min</b>	1	<b>Fem</b>	1	1	0	0	0	0	0	0	0
00204X		<b>Total</b>		<b>Mal</b>	0	0	0	0	0	0	0	0	0
00204X	2	<b>Tot Min</b>		<b>Fem</b>	3	2	0	0	0	0	0	0	0

**Total 5300812**

# Workforce Analysis

5300812500

Computer Science

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
00202X		Total	3	Mal	1	0	1	0	0	0	0
Assistant Professor	2	Tot Min	3	Fem	2	0	0	1	0	0	1
00200X		Total	3	Mal	3	2	0	1	0	0	0
Professor	2	Tot Min	1	Fem	0	0	0	0	0	0	0
00201X		Total	2	Mal	1	0	0	1	0	0	0
Associate Professor	2	Tot Min	1	Fem	1	1	0	0	0	0	0
00196X		Total	1	Mal	1	1	0	0	0	0	0
Dept Chair/Head AC	1	Tot Min	0	Fem	0	0	0	0	0	0	0
<b>Total for 5300812500</b>		Total	23	Mal	14	10	1	2	0	0	1
		Tot Min	8	Fem	9	5	1	2	0	0	1

5300813000

Chemistry & Biochemistry

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
53CLAB		Total	1	Mal	0	0	0	0	0	0	0
Casual Labor Budget	5	Tot Min	0	Fem	1	1	0	0	0	0	0
539360		Total	1	Mal	0	0	0	0	0	0	0
Temporary Technical/Paraproses	5	Tot Min	0	Fem	1	1	0	0	0	0	0
539560		Total	1	Mal	1	1	0	0	0	0	0
PT Unlimited Term Tech/Para	5	Tot Min	0	Fem	0	0	0	0	0	0	0
534950		Total	1	Mal	0	0	0	0	0	0	0
Office Administrator	4	Tot Min	0	Fem	1	1	0	0	0	0	0
00308X		Total	1	Mal	0	0	0	0	0	0	0
Asso/Asst Dept Chair/Dir/Hd AC	3	Tot Min	0	Fem	1	1	0	0	0	0	0
539320		Total	1	Mal	1	1	0	0	0	0	0
Temporary Faculty	2	Tot Min	0	Fem	0	0	0	0	0	0	0
539PBF		Total	3	Mal	1	1	0	0	0	0	0
Current Term Partial-Ben Fac	2	Tot Min	0	Fem	2	2	0	0	0	0	0
539FBF		Total	1	Mal	1	1	0	0	0	0	0
Current Term Full-Ben Faculty	2	Tot Min	0	Fem	0	0	0	0	0	0	0
00922X		Total	3	Mal	3	2	0	1	0	0	0
Limited Term Faculty	2	Tot Min	1	Fem	0	0	0	0	0	0	0



00204X		<b>Total</b>	7	<b>Mal</b>	3	2	1	0	0	0	0	0
Lecturer	2	<b>Tot Min</b>	3	<b>Fem</b>	4	2	0	1	0	0	0	1
00204U		<b>Total</b>	2	<b>Mal</b>	2	2	0	0	0	0	0	0
Senior Lecturer	2	<b>Tot Min</b>	0	<b>Fem</b>	0	0	0	0	0	0	0	0
00202X		<b>Total</b>	9	<b>Mal</b>	3	3	0	0	0	0	0	0
Assistant Professor	2	<b>Tot Min</b>	1	<b>Fem</b>	6	5	0	1	0	0	0	0
00200X		<b>Total</b>	5	<b>Mal</b>	3	3	0	0	0	0	0	0
Professor	2	<b>Tot Min22</b>	1	<b>Fem</b>	2	1	0	0	1	0	0	0

# Workforce Analysis

5300813070

Chemistry (Chemistry) - 081500 - 081500 - 0895 m 751.5 495 I S BT0 0 0 EEO Coderg 0 Tw 1296 100e81ral Tc

				Total	W	B	A	H	I	P	2	
539016		Total	2	Mal	0	0	0	0	0	0	0	0
Student Assistant	4	Tot Min	0	Fem	2	2	0	0	0	0	0	0
<b>Total for 5300813070</b>		Total	2	Mal	0	0	0	0	0	0	0	0
		Tot Min	0	Fem	2	2	0	0	0	0	0	0

539350		Total	1	Mal	0	0	0	0	0	0	0	0
Temporary Office/Clerical Asst	5	Tot Min	0	Fem	1	1	0	0	0	0	0	0
534950		Total	1	Mal	0	0	0	0	0	0	0	0
Office Administrator	4	Tot Min	0	Fem	1	1	0	0	0	0	0	0
00308D		Total	1	Mal	1	0	0	1	0	0	0	0
Asst Dept Chair/Dir/Hd AC	3	Tot Min	1	Fem	0	0	0	0	0	0	0	0
539320		Total	1	Mal	0	0	0	0	0	0	0	0
Temporary Faculty	2	Tot Min	1	Fem	1	0	0	1	0	0	0	0
539PBF		Total	1	Mal	0	0	0	0	0	0	0	0
Current Term Partial-Ben Fac	2	Tot Min	1	Fem	1	0	0	1	0	0	0	0
00204X		Total	1	Mal	0	0	0	0	0	0	0	0
Lecturer	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
00204U		Total	1	Mal	1	0	0	1	0	0	0	0
Senior Lecturer	2	Tot Min	1	Fem	0	0	0	0	0	0	0	0
00202X		Total	7	Mal	6	3	1	2	0	0	0	0
Assistant Professor	2	Tot Min	3	Fem	1	1	0	0	0	0	0	0
00200X		Total	1	Mal	1	1	0	0	0	0	0	0
Professor	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
00201X		Total	3	Mal	1	1	0	0	0	0	0	0
Associate Professor	2	Tot Min	1	Fem	2	1	1	0	0	0	0	0
532046		Total	1	Mal	1	1	0	0	0	0	0	0
Dept Head, Physics	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
<b>Total for 5300813500</b>		Total	19	Mal	11	6	1	4	0	0	0	0
		Tot Min	8	Fem	8	5	1	2	0	0	0	0



## Workforce Analysis

<b>Total for 5300815400</b>		<b>Total</b>	3	<b>Mal</b>	0	0	0	0	0	0	0	0	0
		<b>Tot Min</b>	1	<b>Fem</b>	3	2	1	0	0	0	0	0	0

**5300815700**

**Health Informatics**

Job Code & Title				Total	W	B	A	H	I	P	2	
00202X		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0
Assistant Professor	2	<b>Tot Min</b>	1	<b>Fem</b>	1	0	1	0	0	0	0	0
00201X		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0
Associate Professor	2	<b>Tot Min</b>	0	<b>Fem</b>	1	1	0	0	0	0	0	0
<b>Total for 5300815700</b>		<b>Total</b>	2	<b>Mal</b>	0	0	0	0	0	0	0	0
		<b>Tot Min</b>	1	<b>Fem</b>	2	1	1	0	0	0	0	0

533492		<b>Total</b>	1	<b>Mal</b>	1	1	0	0	0	0	0	0
Simulation Technologist	6	<b>Tot Min</b>	0	<b>Fem</b>	0	0	0	0	0	0	0	0
534902		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0
Credentialing Associate	5	<b>Tot Min</b>	1	<b>Fem</b>	1	0	0	0	0	0	0	1
533479		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0
Program Specialist	5	<b>Tot Min</b>	0	<b>Fem</b>	1	1	0	0	0	0	0	0
533488		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0
Program Coordinator	5	<b>Tot Min</b>	0	<b>Fem</b>	1	1	0	0	0	0	0	0
00909X		<b>Total</b>	2	<b>Mal</b>	0	0	0	0	0	0	0	0
Graduate Assistant (Hourly)	4	<b>Tot Min</b>	0	<b>Fem</b>	2	2	0	0	0	0	0	0
534952		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0
Staff Associate	4	<b>Tot Min</b>	0	<b>Fem</b>	1	1	0	0	0	0	0	0
534950		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0
Office Administrator	4	<b>Tot Min</b>	0	<b>Fem</b>	1	1	0	0	0	0	0	0
539320		<b>Total</b>	56	<b>Mal</b>	2	1	1	0	0	0	0	0
Temporary Faculty	2	<b>Tot Min</b>	12	<b>Fem</b>	54	43	8	2	0	0	0	1
539PBF		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0
Current Term Partial-Ben Fac	2	<b>Tot Min</b>	1	<b>Fem</b>	1	0	1	0	0	0	0	0
539520		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0
PT Unlimited Term Faculty	2	<b>Tot Min</b>	1	<b>Fem</b>	1	0	0	0	1	0	0	0

# Workforce Analysis

5300815900

Nursing

Job Code & Title				Total	W	B	A	H	I	P	2	
00922X		Total	2	Mal	1	0	1	0	0	0	0	0
Limited Term Faculty	2	Tot Min	1	Fem	1	1	0	0	0	0	0	0
00204X		Total	7	Mal	0	0	0	0	0	0	0	0
Lecturer	2	Tot Min	1	Fem	7	6	0	0	0	0	0	1
533431		Total	1	Mal	0	0	0	0	0	0	0	0
Clinical Coordinator	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
00204U		Total	2	Mal	0	0	0	0	0	0	0	0
Senior Lecturer	2	Tot Min	0	Fem	2	2	0	0	0	0	0	0
00202X		Total	11	Mal	0	0	0	0	0	0	0	0
Assistant Professor	2	Tot Min	0	Fem	11	11	0	0	0	0	0	0
00200X		Total	1	Mal	0	0	0	0	0	0	0	0
Professor	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
00201X		Total	1	Mal	0	0	0	0	0	0	0	0
Associate Professor	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
00196M		Total	1	Mal	0	0	0	0	0	0	0	0
Interim Dept Chair/Head AC	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
00196X		Total	1	Mal	0	0	0	0	0	0	0	0
Dept Chair/Head AC	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
<b>Total for 5300815900</b>				Total	93	Mal	4	2	2	0	0	0
				Tot Min	17	Fem	89	74	9	2	1	0

539016		Total	1	Mal	0	0	0	0	0	0	0	0
Student Assistant	4	Tot Min	0	Fem	1	1	0	0	0	0	0	0
<b>Total for 5300816000</b>				Total	1	Mal	0	0	0	0	0	0
				Tot Min	0	Fem	1	1	0	0	0	0



534952		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0
Staff Associate	4	<b>Tot Min</b>	1	<b>Fem</b>	1	0	0	1	0	0	0	0
00202X		<b>Total</b>	3	<b>Mal</b>	0	0	0	0	0	0	0	0
Assistant Professor	2	<b>Tot Min</b>	0	<b>Fem</b>	3	3	0	0	0	0	0	0
				<b>Mal</b>	1	0	1	0	0	0	0	0
				<b>Fem</b>	0		0	0	0	0		0

00605X		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0	0
Research Assistant	6	<b>Tot Min</b>	0	<b>Fem</b>	1	1	0	0	0	0	0	0	0
				<b>Mal</b>	3								
				<b>Fem</b>	3								



## Workforce Analysis

5301001100

Teaching: Learning & Leadershi

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
532730		Total	1	0	0	0	0	0	0	0
Dir Teaching Learning Ldrsh	1	Tot Min	0	1	0	0	0	0	0	0
<b>Total for 5301001100</b>		Total	3	0	0	0	0	0	0	0
		Tot Min	0	3	0	0	0	0	0	0

5301034000

Oconee Campus Administration

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
539350		Total	1	0	0	0	0	0	0	0
Temporary Office/Clerical Asst	5	Tot Min	0	1	0	0	0	0	0	0
533654		Total	1	0	0	0	0	0	0	0
Administrative Assistant III	4	Tot Min	0	1	0	0	0	0	0	0
533495		Total	1	1	0	0	0	0	0	0
Dir Campus Success & Strategic	3	Tot Min	0	0	0	0	0	0	0	0
531058		Total	1	0	0	0	0	0	0	0
Executive Director, Oconee	1	Tot Min	0	1	0	0	0	0	0	0
<b>Total for 5301034000</b>		Total	4	1	1	0	0	0	0	0
		Tot Min	0	3	0	0	0	0	0	0

5301211400

Georgia Globe/eCore

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
539320		Total	8	3	3	0	0	0	0	0
Temporary Faculty	2	Tot Min	1	5	4	0	0	1	0	0
00932R		Total	5	2	2	0	0	0	0	0
Part Time Temporary Faculty	2	Tot Min	1	3	2	1	0	0	0	0
<b>Total for 5301211400</b>		Total	13	5	5	0	0	0	0	0
		Tot Min	2	8	6	1	0	1	0	0

00933Z		<b>Total</b>	1	<b>Mal</b>	1	1	0	0	0	0	0	0
Temporary Administrator Retire	4	<b>Tot Min</b>	0	<b>Fem</b>	0	0	0	0	0	0	0	0

533934		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0	0
Online Stdt Succ Coord	3	<b>Tot Min</b>	0	<b>Fem</b>	1	1	0	0	0	0	0	0	0
532702		<b>Total</b>	2	<b>Mal</b>	1	1	0	0	0	0	0	0	0
Instructional Designer	3	<b>Tot Min</b>	1	<b>Fem</b>	1	0	0	0	0	0	0	0	1
532698		<b>Total</b>	1	<b>Mal</b>	1	1	0	0	0	0	0	0	0
Instructional Designer II	3	<b>Tot Min</b>	0	<b>Fem</b>	0	0	0	0	0	0	0	0	0
532701		<b>Total</b>	1	<b>Mal</b>	1	0	0	0	0	1	0	0	0
Assistant Dir DETI	3	<b>Tot Min</b>	1	<b>Fem</b>	0	0	0	0	0	0	0	0	0
532700		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0	0
Dir, Distance Ed & Tech Integ	1	<b>Tot Min</b>	0	<b>Fem</b>	1	1	0	0	0	0	0	0	0
<b>Total for 5301211900</b>		<b>Total</b>	18	<b>Mal</b>	7	6	0	0	0	1	0	0	0
		<b>Tot Min</b>	4	<b>Fem</b>	11	8	0	0	2	0	0	0	1

533489		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0	0
International Projects Coord	5	<b>Tot Min</b>	0	<b>Fem</b>	1	1	0	0	0	0	0	0	0

0

**Total for 5301212200**

<b>Total</b>	11	<b>Mal</b>	3	2	0	0	0	0	0	1
<b>Tot Min</b>	2	<b>Fem</b>	8	7	0	1	0	0	0	0

# Workforce Analysis

5301212950

Blue Ridge Instructional Site

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
534950		Total	1	Mal	0	0	0	0	0	0	0
Office Administrator	4	Tot Min	0	Fem	1	1	0	0	0	0	0
533925		Total	1	Mal	0	0	0	0	0	0	0
Academic Advisor	4	Tot Min	0	Fem	1	1	0	0	0	0	0
532193		Total	1	Mal	0	0	0	0	0	0	0
Asst Director, Enrollment Svcs	3	Tot Min	0	Fem	1	1	0	0	0	0	0
532760		Total	1	Mal	0	0	0	0	0	0	0
Coord Community Outreach	3	Tot Min	0	Fem	1	1	0	0	0	0	0
539320		Total	1	Mal	1	1	0	0	0	0	0
Temporary Faculty	2	Tot Min	0	Fem	0	0	0	0	0	0	0
00204U		Total	1	Mal	0	0	0	0	0	0	0
Senior Lecturer	2	Tot Min	0	Fem	1	1	0	0	0	0	0
00202X		Total	3	Mal	3	3	0	0	0	0	0
Assistant Professor	2	Tot Min	0	Fem	0	0	0	0	0	0	0
532063		Total	1	Mal	0	0	0	0	0	0	0
Director, Blue Ridge	1	Tot Min	0	Fem	1	1	0	0	0	0	0
<b>Total for 5301212950</b>		<b>Total</b>	<b>10</b>	<b>Mal</b>	<b>4</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
		<b>Tot Min</b>	<b>0</b>	<b>Fem</b>	<b>6</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

5301213600

Grants & Contracts

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
532706		Total	2	Mal	1	1	0	0	0	0	0
Grant Writer	4	Tot Min	0	Fem	1	1	0	0	0	0	0
532709		Total	1	Mal	0	0	0	0	0	0	0
Assoc Dir, Post Award	3	Tot Min	1	Fem	1	0	0	0	0	0	1
<b>Total for 5301213600</b>		<b>Total</b>	<b>3</b>	<b>Mal</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
		<b>Tot Min</b>	<b>1</b>	<b>Fem</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>

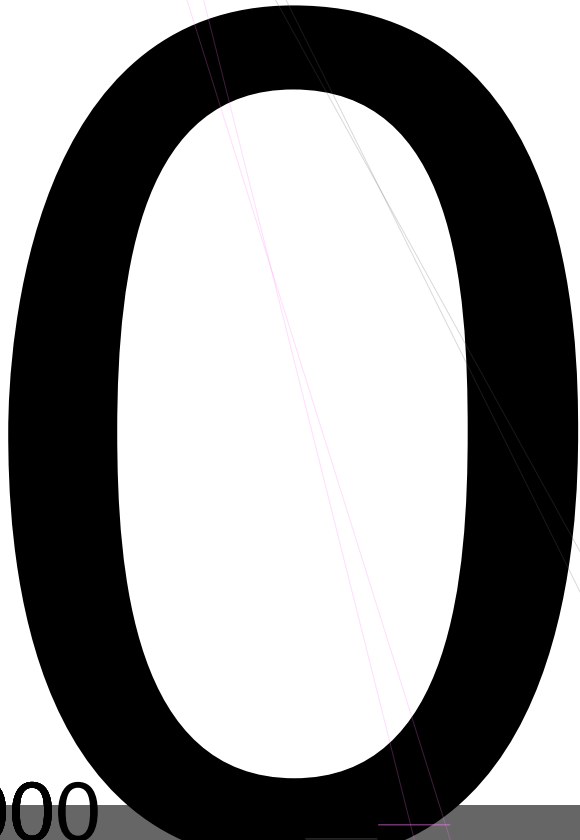
539550		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0	0
PT Unlimited Term Office/Clrk	5	<b>Tot Min</b>	1	<b>Fem</b>	1	0	0	0	0	0	0	0	1

0

10

00204X  
Lecturer

Mal	1	1	0	0	0	0	0	0	0
Fem	0	0	0	0	0	0	0	0	0
Mal	0	0	0	0	0	0	0	0	0
Fem	1	1	0	0	0	0	0	0	0
Mal	0	0	0	0	0	0	0	0	0
Fem									



<b>Total for 5301419000</b>		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0	0
		<b>Tot Min</b>	0	<b>Fem</b>	1	1	0	0	0	0	0	0	0

539350		<b>Total</b>	1	<b>Mal</b>	1	1	0	0	0	0	0	0	0
Temporary Office/Clerical Asst	5	<b>Tot Min</b>	0	<b>Fem</b>	0	0	0	0	0	0	0	0	0
539016		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0	0
Student Assistant	4	<b>Tot Min</b>	0	<b>Fem</b>	1	1	0	0	0	0	0	0	0
<b>Total for 5301419510</b>		<b>Total</b>	2	<b>Mal</b>	1	1	0	0	0	0	0	0	0
		<b>Tot Min</b>	0	<b>Fem</b>	1	1	0	0	0	0	0	0	0

533925		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0	0
Academic Advisor	4	<b>Tot Min</b>	1	<b>Fem</b>	1	0	1	0	0	0	0	0	0
532719		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0	0
Assistant Director, Learning S	3	<b>Tot Min</b>	0	<b>Fem</b>	1	1	0	0	0	0	0	0	0
532716		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0	0
Director, Learning Support	3	<b>Tot Min</b>	0	<b>Fem</b>	1	1	0	0	0	0	0	0	0
			3		0	0	0	0	0	0	0	0	0
			1		3	1	0	0	0	0	0	0	0



# Workforce Analysis

5301612000

Academic Advising

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
532197		Total	1	0	1	0	0	0	0	0
Dual Enroll Coord	3	Tot Min	1	0	0	0	0	0	0	0
533948		Total	4	1	0	0	0	0	0	0
Academic Advising Coordinator	3	Tot Min	1	3	2	1	0	0	0	0
00312E		Total	1	1	0	0	0	0	0	0
Assoc Director SubDiv/Unit AD	3	Tot Min	0	0	0	0	0	0	0	0
533923		Total	1	0	0	0	0	0	0	0
Exec. Dir, Academic Advising	3	Tot Min	0	1	1	0	0	0	0	0
<b>Total for 5301612000</b>		Total	39	5	4	1	0	0	0	0
		Tot Min	9	34	26	2	3	0	0	3

539016		Total	5	3	0	2	0	0	0	1
Student Assistant	4	Tot Min	5	2	0	1	0	0	0	1
00909X		Total	1	0	0	0	0	0	0	0
Graduate Assistant (Hourly)	4	Tot Min	1	1	0	0	0	0	0	1
534952		Total	1	0	0	0	0	0	0	0
Staff Associate	4	Tot Min	1	1	0	1	0	0	0	0
533486		Total	1	0	0	0	0	0	0	0
Coord, Multicultural Student A	4	Tot Min	1	1	0	0	0	1	0	0
532060		Total	1	0	0	0	0	0	0	0
Asst, Dir., Multicultural Std	3	Tot Min	1	1	0	0	0	0	0	1
532061		Total	1	1	0	1	0	0	0	0
Dir, Multicultural Student Aff	3	Tot Min	1	0	0	0	0	0	0	0
<b>Total for 5301613000</b>		Total	10	4	0	3	0	0	0	1
		Tot Min	10	6	0	2	0	1	0	3

3 0

**Total for 5301615200**

<b>Total</b>	55	<b>Mal</b>	19	14	0	2	1	0	0	2
<b>Tot Min</b>	12	<b>Fem</b>	36	29	0	0	0	1	1	5

00935X		<b>Total</b>	1	<b>Mal</b>	1	1	0	0	0	0	0
Temporary Office/Clerical	5	<b>Tot Min</b>	0	<b>Fem</b>	0	0	0	0	0	0	0
539360		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0
Temporary Technical/Paraprofes	5	<b>Tot Min</b>	0	<b>Fem</b>	1	1	0	0	0	0	0
539350		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0
Temporary Office/Clerical Asst	5	<b>Tot Min</b>	0	<b>Fem</b>	1	1	0	0	0	0	0
539016		<b>Total</b>	58	<b>Mal</b>	21	18	0	2	0	0	1
Student Assistant	4	<b>Tot Min</b>	12	<b>Fem</b>	37	28	3	3	0	0	3
534957		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0
Front Desk Assistant	4	<b>Tot Min</b>	0	<b>Fem</b>	1	1	0	0	0	0	0
534955		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0
Staff Assistant	4	<b>Tot Min</b>	0	<b>Fem</b>	1	1	0	0	0	0	0
534952		<b>Total</b>	2	<b>Mal</b>	0	0	0	0	0	0	0
Staff Associate	4	<b>Tot Min</b>	1	<b>Fem</b>	2	1	0	1	0	0	0
00925X		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0
Limited Term Office/Clerical	4	<b>Tot Min</b>	0	<b>Fem</b>	1						
				<b>Mal</b>	0	0	0	0	0	0	0
				<b>Fem</b>	1						

## Workforce Analysis

Total for 5301615700	Total	79	Mal	29	24	1	3	0	0	0	1
	Tot Min	15	Fem	50	40	3	4	0	0	0	3

### 5301617000 Academic Skills:Freshman Exp

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2
539320		Total 4	Mal 1	1	0	0	0	0	0
Temporary Faculty	2	Tot Min 0	Fem 3	3	0	0	0	0	0
<b>Total for 5301617000</b>		<b>Total 4</b>	<b>Mal 1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
		<b>Tot Min 0</b>	<b>Fem 3</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

### 5301811000 Library

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2
53CLAB		Total 4	Mal 1	1	0	0	0	0	0
Casual Labor Budget	5	Tot Min 1	Fem 3	2	0	0	0	0	1
539550		Total 2	Mal 1	0	0	1	0	0	0
PT Unlimited Term Office/Clrk	5	Tot Min 1	Fem 1	1	0	0	0	0	0
534965		Total 3	Mal 0	0	0	0	0	0	0
Library Assistant	5	Tot Min 0	Fem 3	3	0	0	0	0	0
534960		Total 4	Mal 0	0	0	0	0	0	0
Library Associate	5	Tot Min 0	Fem 4	4	0	0	0	0	0
532409		Total 1	Mal 0	0	0	0	0	0	0
Library Specialist	5	Tot Min 0	Fem 1	1	0	0	0	0	0
532414		Total 1	Mal 0	0	0	0	0	0	0
Library Spec III - Copyright	5	Tot Min 0	Fem 1	1	0	0	0	0	0
539016		Total 3	Mal 1	1	0	0	0	0	0
Student Assistant	4	Tot Min 0	Fem 2	2	0	0	0	0	0
00909X		Total 1	Mal 0	0	0	0	0	0	0
Graduate Assistant (Hourly)	4	Tot Min 0	Fem 1	1	0	0	0	0	0
532410		Total 1	Mal 0	0	0	0	0	0	0
Library Specialist	4	Tot Min 0	Fem 1	1	0	0	0	0	0
532411		Total 2	Mal 1	1	0	0	0	0	0
Library Services Coordinator	4	Tot Min 0	Fem 1	1	0	0	0	0	0
534122		Total 1	Mal 0	0	0	0	0	0	0
Department Business Specialist	4	Tot Min 0	Fem 1	1	0	0	0	0	0



535930		<b>Total</b>	1	<b>Mal</b>	1	1	0	0	0	0	0	0
Network Technician	5	<b>Tot Min</b>	0	<b>Fem</b>	0	0	0	0	0	0	0	0



533459		<b>Total</b>	<b>3</b>	<b>Mal</b>	2	2	0	0	0	0	0	0
Help Desk Coord	6	<b>Tot Min</b>	<b>0</b>	<b>Fem</b>	1	1	0	0	0	0	0	0



0

**Total for 5302011700**

<b>Total</b>	6	<b>Mal</b>	6	6	0	0	0	0	0	0
<b>Tot Min</b>	0	<b>Fem</b>	0	0	0	0	0	0	0	0



Mal	1	1	0	0	0	0	0	0
Fem	0	0	0	0	0	0	0	0

# Workforce Analysis

5302212000

Dean: MC College of Business

Job Code & Title				Total	W	B	A	H	I	P	2
533654		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant III	4	Tot Min	0	Fem	1	1	0	0	0	0	0
533949		Total	2	Mal	0	0	0	0	0	0	0
PROS Program Coordinator	3	Tot Min	0	Fem	2	2	0	0	0	0	0
533951		Total	1	Mal	0	0	0	0	0	0	0
Internship Coordinator	3	Tot Min	0	Fem	1	1	0	0	0	0	0
533945		Total	1	Mal	0	0	0	0	0	0	0
Accreditation & Assessment Mgr	3	Tot Min	0	Fem	1	1	0	0	0	0	0
533937		Total	1	Mal	0	0	0	0	0	0	0
Administrative Manager	3	Tot Min	0	Fem	1	1	0	0	0	0	0
00304E		Total	1	Mal	0	0	0	0	0	0	0
Associate Dean AC	3	Tot Min	0	Fem	1	1	0	0	0	0	0
532010		Total	1	Mal	0	0	0	0	0	0	0
Dean, School of Business	1	Tot Min	0	Fem	1	1	0	0	0	0	0
<b>Total for 5302212000</b>		Total	11	Mal	1	1	0	0	0	0	0
		Tot Min	1	Fem	10	9	0	0	1	0	0

533654		Total	2	Mal	0	0	0	0	0	0	0
Administrative Assistant III	4	Tot Min	0	Fem	2	2	0	0	0	0	0
533937		Total	1	Mal	0	0	0	0	0	0	0
Administrative Manager	3	Tot Min	0	Fem	1	1	0	0	0	0	0
533960		Total	1	Mal	0	0	0	0	0	0	0
Coord Asses & Online Prog	3	Tot Min	0	Fem	1	1	0	0	0	0	0
00306X		Total	1	Mal	0	0	0	0	0	0	0
Assoc/Asst Dean AD	3	Tot Min	0	Fem	1	1	0	0	0	0	0
532064		Total	1	Mal	0	0	0	0	0	0	0
Dir Academic & Clinical Engagm	3	Tot Min	0	Fem	1	1	0	0	0	0	0
00304D		Total	1	Mal	1	0	1	0	0	0	0
Assistant Dean AC	3	Tot Min	1	Fem	0	0	0	0	0	0	0

00204X		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0	0
Lecturer	2	<b>Tot Min</b>	0	<b>Fem</b>	1	1	0	0	0	0	0	0	0
532030		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0	0
Dean, College of Education	1	<b>Tot Min</b>	0	<b>Fem</b>	1	1	0	0	0	0	0	0	0
<b>Total for 5302213000</b>		<b>Total</b>	9	<b>Mal</b>	1	0	1	0	0	0	0	0	0
		<b>Tot Min</b>	1	<b>Fem</b>	8	8	0	0	0	0	0	0	0

533654		<b>Total</b>	1		0	0	0	0	0	0	0	0	0
Administrative Assistant III	4	<b>Tot Min</b>	0		1	1	0	0	0	0	0	0	0
533653		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0	0
Assistant to the Dean II	3	<b>Tot Min</b>	0	<b>Fem</b>	1	1	0	0	0	0	0	0	0
<del>53384</del> 4.95 237.1702213000		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0	0
Assistant Dean AC	0	<b>Tot Min</b>	0	<b>Fem</b>	1	3	0	0	0	0	0	0	0

Mal 0  
0 Tw860 Tw 8 0 0 8 462.5868 26860 T6 0 0 8 4 TrETBT0 Tw 8 0 0 8 624.5869 281.7696 Tm/F2 1 Tf6 T m

<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0	0
<b>Tot Min</b>	0	<b>Fem</b>	1	1	0	0	0	0	1026	0	0
<b>Total</b>	4	<b>Mal</b>	0	0	0	0	0	0	0	0	0
<b>Tot Min</b>	0	<b>Fem</b>	4	4	0	0	0	0	0	0	0

<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0	0
<b>Tot Min</b>	0	<b>Fem</b>	1	1	0	0	0	0	0	0	0
<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0	0
<b>Tot Min</b>	0	<b>Fem</b>	1	1	0	0	0	0	0	0	0
<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0	0
<b>Tot Min</b>	0	<b>Fem</b>	1	1	0	0	0	0	0	0	0

539016  
 Student Assistant 4  
 534955  
 Staff Assistant 4

539350		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0	0
Temporary Office/Clerical Asst	5	<b>Tot Min</b>	0	<b>Fem</b>	1	1	0	0	0	0	0	0	0
532188		<b>Total</b>	1	<b>Mal</b>	1	1	0	0	0	0	0	0	0
Asst Dir Enroll Mgt Scholarshp	4	<b>Tot Min</b>	0	<b>Fem</b>	0	0	0	0	0	0	0	0	0
533920		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0	0
Admin Asst to the Dean/AVP	3	<b>Tot Min</b>	0	<b>Fem</b>	1	1	0	0	0	0	0	0	0
532193		<b>Total</b>	1	<b>Mal</b>	1	1	0	0	0	0	0	0	0
Asst Director, Enrollment Svcs	3	<b>Tot Min</b>	0	<b>Fem</b>	0	0	0	0	0	0	0	0	0
532189		<b>Total</b>	1	<b>Mal</b>	1	1	0	0	0	0	0	0	0
Assoc Dir Enrollment Mgt Ops	3	<b>Tot Min</b>	0	<b>Fem</b>	0	0	0	0	0	0	0	0	0
532191		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0	0
Asso Dir Enrol Mgt Campus Impl	3	<b>Tot Min</b>	0	<b>Fem</b>	1	1	0	0	0	0	0	0	0
532190		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0	0
Assoc VP for Enrollment Mgmt	1	<b>Tot Min</b>	0	<b>Fem</b>	1	1	0	0	0	0	0	0	0
<b>Total for 5302215200</b>		<b>Total</b>	7	<b>Mal</b>	3	3	0	0	0	0	0	0	0
		<b>Tot Min</b>	0	<b>Fem</b>	4	4	0	0	0	0	0	0	0

0

1



2	0	0	0	0	0	0	0	0	0
0	2	2	0	0	0	0	0	0	0

532051

Mal	0	0	0	0	0	0	0	0	0
Fem	1	1	0	0	0	0	0	0	0

538127		<b>Total</b>	1	<b>Mal</b>	1	1	0	0	0	0	0	0
Senior Tactical Officer	4	<b>Tot Min</b>	0	<b>Fem</b>	0	0	0	0	0	0	0	0
532082		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0
Head Coach, Rifle/TAC Officer	4	<b>Tot Min</b>	0	<b>Fem</b>	1	1	0	0	0	0	0	0
533922		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0
Coord, Cadet Academic Svcs	3	<b>Tot Min</b>	0	<b>Fem</b>	1	1	0	0	0	0	0	0
538132		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0
Acad Coord National Svc Leadr	3	<b>Tot Min</b>	0	<b>Fem</b>	1	1	0	0	0	0	0	0
538115		<b>Total</b>	1	<b>Mal</b>	1	1	0	0	0	0	0	0
Assistant Commandant of Cadets	3	<b>Tot Min</b>	0	<b>Fem</b>	0	0	0	0	0	0	0	0
532056		<b>Total</b>	1	<b>Mal</b>	1	1	0	0	0	0	0	0
Commandant of Cadets	1	<b>Tot Min</b>	0	<b>Fem</b>	0	0	0	0	0	0	0	0
			27		18		1	0	0	0		
			2		9		0	1	0	0		

# Workforce Analysis

**5302414000**

**NISTS**

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
539016		Total	1	Mal	1	1	0	0	0	0	0
Student Assistant	4	Tot Min	0	Fem	0	0	0	0	0	0	0
534950		Total	1	Mal	0	0	0	0	0	0	0
Office Administrator	4	Tot Min	0	Fem	1	1	0	0	0	0	0
532737		Total	1	Mal	0	0	0	0	0	0	0
Assoc Dir, NISTS	3	Tot Min	0	Fem	1	1	0	0	0	0	0
00310D		Total	1	Mal	0	0	0	0	0	0	0
Asst Director Div/Dpt AD	3	Tot Min	0	Fem	1	1	0	0	0	0	0
00193X		Total	1	Mal	0	0	0	0	0	0	0
Director Div/Dpt AD	1	Tot Min	0	Fem	1	1	0	0	0	0	0
<b>Total for 5302414000</b>		<b>Total</b>	<b>5</b>	<b>Mal</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
		<b>Tot Min</b>	<b>0</b>	<b>Fem</b>	<b>4</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

**5302415700**

**Greek Life**

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
00300M		Total	1	Mal	0	0	0	0	0	0	0
Interim Director SubDiv/Unit A	3	Tot Min	0	Fem	1	1	0	0	0	0	0
533485		Total	1	Mal	0	0	0	0	0	0	0
Dir, Fraternity & Sorority Lif	3	Tot Min	0	Fem	1	1	0	0	0	0	0
<b>Total for 5302415700</b>		<b>Total</b>	<b>2</b>	<b>Mal</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
		<b>Tot Min</b>	<b>0</b>	<b>Fem</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

**5302415800**

**Student Leadership Programs**

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
539016		Total	1	Mal	1	0	1	0	0	0	0
Student Assistant	4	Tot Min	1	Fem	0	0	0	0	0	0	0
<b>Total for 5302415800</b>		<b>Total</b>	<b>1</b>	<b>Mal</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
		<b>Tot Min</b>	<b>1</b>	<b>Fem</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

Mal	0	0	0	0	0	0	0	0
Fem	1	0	1	0	0	0	0	0

**Total for 5302611000**

<b>Total</b>	11	6	6	0	0	0	0	0	0
<b>Tot Min</b>	0	5	5	0	0	0	0	0	0







532310		Total	4	Mal	1	0	0	0	0	0	0	0	1
Financial Aid Counselor	4	Tot Min	2	Fem	3	2	0	0	1	0	0	0	0
534986		Total	1	Mal	1	0	0	0	0	0	0	0	0
Financial Aid Associate	4	Tot Min	0	Fem	0	0	0	0	0	0	0	0	0
532311		Total	6	Mal	1	1	0	0	0	0	0	0	0
Sr. Financial Aid Counselor	3	Tot Min	1	Fem	5	4	1	0	0	0	0	0	0
532306		Total	4	Mal	0	0	0	0	0	0	0	0	0
Assoc Dir, Financial Aid	3	Tot Min	1	Fem	4	3	1	0	0	0	0	0	0
532300		Total	1	Mal	0	0	0	0	0	0	0	0	0
Director, Financial Aid	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0	0
<b>Total for 5303011000</b>		Total	32	Mal	6	4	1	0	0	0	0	0	1
		Tot Min	6	Fem	26	22	3	0	1	0	0	0	0

Mal	2	2	0	0	0
Fem	2		0	0	0

MAINT

# Workforce Analysis

5303211000

## Undergraduate Admissions

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
532210		Total	1	Mal	0	0	0	0	0	0	0
Admissions Officer	4	Tot Min	0	Fem	1	1	0	0	0	0	0
534950		Total	1	Mal	0	0	0	0	0	0	0
Office Administrator	4	Tot Min	0	Fem	1	1	0	0	0	0	0
532202		Total	3	Mal	0	0	0	0	0	0	0
Associate Dir, Admissions	3	Tot Min	0	Fem	3	3	0	0	0	0	0
00193X		Total	1	Mal	0	0	0	0	0	0	0
Director Div/Dpt AD	1	Tot Min	0	Fem	1	1	0	0	0	0	0
<b>Total for 5303211000</b>		Total	74	Mal	18	14	3	0	1	0	0
		Tot Min	17	Fem	56	43	6	1	0	1	4

5303211100

## Cadet Admissions

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
532211		Total	1	Mal	0	0	0	0	0	0	0
Admissions Officer	6	Tot Min	0	Fem	1	1	0	0	0	0	0
532214		Total	1	Mal	1	1	0	0	0	0	0
Admissions Coordinator	6	Tot Min	0	Fem	0	0	0	0	0	0	0
538111		Total	1	Mal	0	0	0	0	0	0	0
Assoc Dir, Cadet Recruiting	6	Tot Min	1	Fem	1	0	0	0	0	0	1
00935V		Total	3	Mal	2	1	0	0	0	0	1
Temporary Office/Clerical	5	Tot Min	1	Fem	1	1	0	0	0	0	0
539016		Total	2	Mal	2	2	0	0	0	0	0
Student Assistant	4	Tot Min	0	Fem	0	0	0	0	0	0	0
532210		Total	1	Mal	1	0	1	0	0	0	0
Admissions Officer	4	Tot Min	1	Fem	0	0	0	0	0	0	0
538117		Total	1	Mal	1	1	0	0	0	0	0
Asst Dir, Cadet Admissions	4	Tot Min	0	Fem	0	0	0	0	0	0	0
538105		Total	1	Mal	1	1	0	0	0	0	0
Director, Cadet Admissions	1	Tot Min	0	Fem	0	0	0	0	0	0	0
<b>Total for 5303211100</b>		Total	11	Mal	8	6	1	0	0	0	1
		Tot Min	3	Fem	3	2	0	0	0	0	1

532214		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0	0
Admissions Coordinator	6	<b>Tot Min</b>	0	<b>Fem</b>	1	1	0	0	0	0	0	0	0
532075		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0	0
Director, Graduate Admissions	1	<b>Tot Min</b>	0	<b>Fem</b>	1	1	0	0	0	0	0	0	0
<b>Total for 5303211200</b>		<b>Total</b>	2	<b>Mal</b>	0	0	0	0	0	0	0	0	0
		<b>Tot Min</b>	0	<b>Fem</b>	2	2	0	0	0	0	0	0	0

532221		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0	0
Admin Asst to Assoc AVPAA	5	<b>Tot Min</b>	0	<b>Fem</b>									
<b>Total for 5303215000</b>		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0	0
		<b>Tot Min</b>	0	<b>Fem</b>	1	1	0	0	0	0	0	0	0

0







# Workforce Analysis

5303812000

				Total				I		P	
533104		Total	1	Mal	0	0	0	0	0	0	0
Assistant Comptroller	3	Tot Min	0	Fem	1	1	0	0	0	0	0
533108		Total	1	Mal	0	0	0	0	0	0	0
Dir, Accounting & Fin Services	1	Tot Min	0	Fem	1	1	0	0	0	0	0
<b>Total for 5303812000</b>		Total	9	Mal	1	1	0	0	0	0	0
		Tot Min	0	Fem	8	8	0	0	0	0	0

533141		Total	1	Mal	0	0	0	0	0	0	0
Loans/Collections Spec	5	Tot Min	0	Fem	1	1	0	0	0	0	0
533113		Total	1	Mal	0	0	0	0	0	0	0
Program Accounting Specialist	5	Tot Min	0	Fem	1	1	0	0	0	0	0
533128		Total	1	Mal	0	0	0	0	0	0	0
Accountant II	5	Tot Min	0	Fem	1	1	0	0	0	0	0
534104		Total	4	Mal	0	0	0	0	0	0	0
Business Office Cashier	4	Tot Min	0	Fem	4	4	0	0	0	0	0
533117		Total	1	Mal	0	0	0	0	0	0	0
Functional & Technical Spec	4	Tot Min	0	Fem	1	1	0	0	0	0	0
533114		Total	1	Mal	0	0	0	0	0	0	0
Assistant Bursar	3	Tot Min	0	Fem	1	1	0	0	0	0	0
533115		Total	1	Mal	0	0	0	0	0	0	0
Associate Bursar	3	Tot Min	0	Fem	1	1	0	0	0	0	0
533111		Total	1	Mal	1	1	0	0	0	0	0
Bursar	3	Tot Min	0	Fem	0	0	0	0	0	0	0
533112		Total	1	Mal	0	0	0	0	0	0	0
Exec. Dir. Business Svcs	3	Tot Min	0	Fem	1	1	0	0	0	0	0
<b>Total for 5303812100</b>		Total	12	Mal	1	1	0	0	0	0	0
		Tot Min	0	Fem	11	11	0	0	0	0	0

## Workforce Analysis

5303812200

### Accounts Payable

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
533109		Total	2	Mal	0	0	0	0	0	0	0
Accountant I	6	Tot Min	0	Fem	2	2	0	0	0	0	0
533128		Total	1	Mal	0	0	0	0	0	0	0
Accountant II	5	Tot Min	0	Fem	1	1	0	0	0	0	0
534105		Total	1	Mal	0	0	0	0	0	0	0
Accounting Assistant	4	Tot Min	0	Fem	1	1	0	0	0	0	0
533118		Total	1	Mal	0	0	0	0	0	0	0
Manager Accounts Payable	3	Tot Min	0	Fem	1	1	0	0	0	0	0
<b>Total for 5303812200</b>		Total	5	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	5	5	0	0	0	0	0

5303812300

### Financial Services

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
533654		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant III	4	Tot Min	0	Fem	1	1	0	0	0	0	0
533010		Total	1	Mal	0	0	0	0	0	0	0
Assoc VP Financial Svcs & Comp	1	Tot Min	0	Fem	1	1	0	0	0	0	0
<b>Total for 5303812300</b>		Total	2	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	2	2	0	0	0	0	0

5303813000

### Budget & Financial Planning

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
533810		Total	2	Mal	0	0	0	0	0	0	0
Budget Analyst	4	Tot Min	0	Fem	2	2	0	0	0	0	0
533804		Total	1	Mal	1	1	0	0	0	0	0
Sr. Technical Budget Analyst	4	Tot Min	0	Fem	0	0	0	0	0	0	0
533802		Total	1	Mal	0	0	0	0	0	0	0
Asst Dir, Budget Office	3	Tot Min	0	Fem	1	1	0	0	0	0	0
533800		Total	1	Mal	0	0	0	0	0	0	0
Director, Budget Office	3	Tot Min	0	Fem	1	1	0	0	0	0	0



**Total for 5303813000**

<b>Total</b>	5	<b>Mal</b>	1	1	0	0	0	0	0	0	0
<b>Tot Min</b>	0	<b>Fem</b>	4	4	0	0	0	0	0	0	0

533175		<b>Total</b>	2	<b>Mal</b>	0	0	0	0	0	0	0	0
Talent Acquisition Specialist	6	<b>Tot Min</b>	1	<b>Fem</b>	2	1	1	0	0	0	0	0
533182		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0
Benefits Specialist	6	<b>Tot Min</b>	0	<b>Fem</b>	1	1	0	0	0	0	0	0
533163		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0
HRIS Specialist	6	<b>Tot Min</b>	0	<b>Fem</b>	1	1	0	0	0	0	0	0
53CLAB		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0
Casual Labor Budget	5	<b>Tot Min</b>	0	<b>Fem</b>	1	1	0	0	0	0	0	0
534160		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0
HR Assistant	4	<b>Tot Min</b>	1	<b>Fem</b>	1	0	0	1	0	0	0	0
534162		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0
HR Assistant II	4	<b>Tot Min</b>	0	<b>Fem</b>	1	1	0	0	0	0	0	0
533164		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0
Compensation Analyst	4	<b>Tot Min</b>	1	<b>Fem</b>	1	0	0	0	0	0	0	1
533165		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0
Training & Development Spec	4	<b>FemMin</b>	0	<b>Fem</b>	1	1	0	0	0	0	0	0

**Total**

1	1	0	0	0	0	0	0	0
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**Total for 5304012000**

<b>Total</b>	6	<b>Mal</b>	1	1	0	0	0	0	0	0	0
<b>Tot Min</b>	0	<b>Fem</b>	5	5	0	0	0	0	0	0	0

537310	<b>Total</b>	7	<b>Mal</b>	1	1	0	0	0	0	0	0	
Central Dispatch Officer		7	<b>Tot Min</b>	1	<b>Fem</b>	6	5	0	0	0	0	1
537311	<b>Total</b>	1	<b>Mal</b>	1	1	0	0	0	0	0	0	
Public Safety Communicat Coord		7	<b>Tot Min</b>	0	<b>Fem</b>	0	0	0	0	0	0	0

15

2

## Workforce Analysis

5304014000

Payroll Office

Job Code & Title0	EEO Code			Total	W	B	A	H	I	P	2
533178		Total	1	Mal	1	1	0	0	0	0	0
Payroll/Accounting Specialist	5	Tot Min	0	Fem	0	0	0	0	0	0	0
533177		Total	1	Mal	0	0	0	0	0	0	0
Payroll/Accounting Specialist	4	Tot Min	0	Fem	1	1	0	0	0	0	0
533176		Total	1	Mal	0	0	0	0	0	0	0
Payroll Director	1	Tot Min	1	Fem	1	0	1	0	0	0	0
<b>Total for 5304014000</b>		<b>Total</b>	<b>4</b>	<b>Mal</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
		<b>Tot Min</b>	<b>1</b>	<b>Fem</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

5304016000

Logistical Services

Job Code & Title	EEO Code										
537131		Total	5	Mal	4	4	0	0	0	0	0
Warehouse/Property Control Ass	7	Tot Min	1	Fem	1	0	0	0	1	0	0
533143		Total	1	Mal	1	1	0	0	0	0	0
Logistical Svcs Supervisor	7	Tot Min	0	Fem	0	0	0	0	0	0	0
534123		Total	2	Mal	2	2	0	0	0	0	0
Shipping & Receiving Asst	4	Tot Min	0	Fem	0	0	0	0	0	0	0
533135		Total	1	Mal	1	1	0	0	0	0	0
Logistical Services Manager	4	Tot Min	0	Fem	0	0	0	0	0	0	0
533136		Total	1	Mal	0	0	0	0	0	0	0
Asst Mgr, Logistical Svcs	3	Tot Min	0	Fem	1	1	0	0	0	0	0
<b>Total for 5304016000</b>		<b>Total</b>	<b>10</b>	<b>Mal</b>	<b>8</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
		<b>Tot Min</b>	<b>1</b>	<b>Fem</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>

5304017000

Environmental Health & Safety

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
533188		Total	1	Mal	1	1	0	0	0	0	0
EH&S Specialist	3	Tot Min	0	Fem	0	0	0	0	0	0	0
<b>Total for 5304017000</b>		<b>Total</b>	<b>1</b>	<b>Mal</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
		<b>Tot Min</b>	<b>0</b>	<b>Fem</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

533185		<b>Total</b>	1	<b>Mal</b>	1	1	0	0	0	0	0	0	0
Dir, Risk Mgmt & Compliance	1	<b>Tot Min</b>	0	<b>Fem</b>	0	0	0	0	0	0	0	0	0
<b>Total for 5304018000</b>		<b>Total</b>	1	<b>Mal</b>	1	1	0	0	0	0	0	0	0
		<b>Tot Min</b>	0	<b>Fem</b>	0	0	0	0	0	0	0	0	0

533761		<b>Total</b>	1	<b>Mal</b>	1	1	0	0	0	0	0	0	0
<del>533761</del> Administrator	4	<b>Tot Min</b>	0	<b>Fem</b>	0	0	0	0	0	0	0	0	0
533728		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0	0
Enterprise Info Sys Data Mgr	4	<b>Tot Min</b>	0	<b>Fem</b>	1	1	0	0	0	0	0	0	0
533787		<b>Total</b>	1	<b>Mal</b>	1	1	0	0	0	0	0	0	0
Dir, Enterprise Applic Develop	4	<b>Tot Min</b>	0	<b>Fem</b>	0	0	0	0	0	0	0	0	0
<del>533761</del>		<b>Total</b>	1	<b>Mal</b>	1	1	0	0	0	0	0	0	0
Database Administrator	<b>533787</b>	<b>Tot Min</b>	0	<b>Fem</b>	0	0	0	0	0	0	0	0	0

533724		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0	0
Programmer Analyst II	3	<b>Tot Min</b>	0	<b>Fem</b>	1	1	0	0	0	0	0	0	0
533782		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0	0
Software Quality Assur Enginr	3	<b>Tot Min</b>	0	<b>Fem</b>	1	1	0	0	0	0	0	0	0
533793		<b>Total</b>	1	<b>Mal</b>	1	1	0	0	0	0	0	0	0
Asst CIO Entrprse Info Sys	1	<b>Tot Min</b>	0	<b>Fem</b>	0	0	0	0	0	0	0	0	0
531030		<b>Total</b>	1	<b>Mal</b>	1	1	0	0	0	0	0	0	0
Chief Information Officer	1	<b>Tot Min</b>	0	<b>Fem</b>	0	0	0	0	0	0	0	0	0
<b>Total for 5304211000</b>		<b>Total</b>	18	<b>Mal</b>	14	13	0	0	0	0	0	0	1
		<b>Tot Min</b>	1	<b>Fem</b>	4	4	0	0	0	0	0	0	0

533710		<b>Total</b>	1	<b>Mal</b>	1	1	0	0	0	0	0	0	0
Sr. Desktop Engineer	3	<b>Tot Min</b>	0	<b>Fem</b>	0	0	0	0	0	0	0	0	0
<b>Total for 5304211500</b>		<b>Total</b>	1	<b>Mal</b>	1	1	0	0	0	0	0	0	0
		<b>Tot Min</b>	0	<b>Fem</b>	0	0	0	0	0	0	0	0	0

533109		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0	0
Accountant I	6	<b>Tot Min</b>	0	<b>Fem</b>	1	1	0	0	0	0	0	0	0
533636		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0	0
Data Analyst	6	<b>Tot Min</b>	0	<b>Fem</b>	1	1	0	0	0	0	0	0	0
533624		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0	0
Web Design Specialist	5	<b>Tot Min</b>	0	<b>Fem</b>	1	1	0	0	0	0	0	0	0
533626		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0	0
Gift Entry Specialist	4	<b>Tot Min</b>	0	<b>Fem</b>	1	1	0	0	0	0	0	0	0
				<b>Mal</b>	0	0	0	0					
				<b>Fem</b>	1		0	0					

533630		Total	5	Mal	2	1	0	0	0	0	0	0	1
Development Officer	4	Tot Min	1	Fem	3	3	0	0	0	0	0	0	0
533915		Total	1	Mal	0	0	0	0	0	0	0	0	0
Admin Asst to the VP	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0	0
00954Z		Total	1	Mal	0	0	0	0	0	0	0	0	0
Hourly Professional Retiree	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0	0
533615		Total	1	Mal	0	0	0	0	0	0	0	0	0
Dir, Donor Relations	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0	0
533601		Total	1	Mal	0	0	0	0	0	0	0	0	0
Director, Advancement Svcs	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0	0
533604		Total	1	Mal	1	1	0	0	0	0	0	0	0
Director of Estate & Gift Plan	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0	0
533631		Total	1	Mal	1	1	0	0	0	0	0	0	0
Director of Devel, Corp of Cad	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0	0
00145X		Total	1	Mal	0	0	0	0	0	0	0	0	0
Assoc/Asst Vice President	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0	0
531050		Total	1	Mal	1	1	0	0	0	0	0	0	0
Vice President, Advancement	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0	0
<b>Total for 5304411000</b>		Total	18	Mal	5	4	0	0	0	0	0	0	1
		Tot Min	1	Fem	13	13	0	0	0	0	0	0	0

533477		Total	1	Mal	0	0	0	0	0	0	0	0	0
Administrative Specialist	5	Tot Min	0	Fem	1	1	0	0	0	0	0	0	0
533632		Total	1	Mal	1	0	0	0	0	0	0	0	1
Coord, Annual Giving/Dev Offcr	4	Tot Min	1	Fem	0	0	0	0	0	0	0	0	0
533622		Total	2	Mal	0	0	0	0	0	0	0	0	0
Alumni Relations Officer	3	Tot Min	0	Fem	2	2	0	0	0	0	0	0	0
533621		Total	1	Mal	0	0	0	0	0	0	0	0	0
Dir, Alumni Relations & Annual	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0	0

**Total for 5304411300**

5	1	0	0	0	0	0	0	1
1	4	4	0	0	0	0	0	0



# Workforce Analysis

5304612100

Postal Services

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
534260		Total	1	Mal	1	1	0	0	0	0	0
Assistant Postal Supervisor	7	Tot Min	0	Fem	0	0	0	0	0	0	0
534255		Total	3	Mal	1	1	0	0	0	0	0
Postal Clerk	7	Tot Min	1	Fem	2	1	1	0	0	0	0
533281		Total	1	Mal	0	0	0	0	0	0	0
Postal Services Supervisor	5	Tot Min	0	Fem	1	1	0	0	0	0	0
539016		Total	3	Mal	1	1	0	0	0	0	0
Student Assistant	4	Tot Min	0	Fem	2	2	0	0	0	0	0
<b>Total for 5304612100</b>		Total	8	Mal	3	3	0	0	0	0	0
		Tot Min	1	Fem	5	4	1	0	0	0	0

5304612500

Ombudsman

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
533169		Total	1	Mal	1	1	0	0	0	0	0
Ombudsman	3	Tot Min	0	Fem	0	0	0	0	0	0	0
<b>Total for 5304612500</b>		Total	1	Mal	1	1	0	0	0	0	0
		Tot Min	0	Fem	0	0	0	0	0	0	0

5304612550

HPE Support

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
534950		Total	1	Mal	0	0	0	0	0	0	0
Office Administrator	4	Tot Min	0	Fem	1	1	0	0	0	0	0
00413D		Total	2	Mal	1	0	1	0	0	0	0
Assistant Coach	4	Tot Min	1	Fem	1	1	0	0	0	0	0
533530		Total	2	Mal	0	0	0	0	0	0	0
Athletic Trainer	4	Tot Min	0	Fem	2	2	0	0	0	0	0
533552		Total	1	Mal	1	1	0	0	0	0	0
Coord, Athletic Communications	4	Tot Min	0	Fem	0	0	0	0	0	0	0
00410X		Total	1	Mal	0	0	0	0	0	0	0
Student Services Professional	4	Tot Min	0	Fem	1	1	0	0	0	0	0



## Workforce Analysis

**5304613000**

### Work Study Program

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
539026		Total	157	41	30	4	2	0	0	5
Work Study Student	4	Tot Min	42	116	85	8	3	1	0	18
539046		Total	2	0	0	0	0	0	0	0
Work Study Student Technician	4	Tot Min	1	2	1	0	0	0	0	1
<b>Total for 5304613000</b>		Total	159	41	30	4	2	0	0	5
		Tot Min	43	118	86	8	3	1	0	19

**5304614000**

### Internal Audit

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
533190		Total	1	0	0	0	0	0	0	0
Director, Internal Audit	3	Tot Min	0	1	1	0	0	0	0	0
<b>Total for 5304614000</b>		Total	1	0	0	0	0	0	0	0
		Tot Min	0	1	1	0	0	0	0	0

**5305014000**

### Commons

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
533453		Total	1	0	0	0	0	0	0	0
Coord, Res Life & Facilities	6	Tot Min	0	1	1	0	0	0	0	0
539050		Total	8	5	4	0	0	0	0	1
Resident Assistant	4	Tot Min	2	3	2	0	0	0	0	1
539016		Total	8	3	3	0	0	0	0	0
Student Assistant	4	Tot Min	0	5	5	0	0	0	0	0
<b>Total for 5305014000</b>		Total	17	8	7	0	0	0	0	1
		Tot Min	2	9	8	0	0	0	0	1

**5305015000**

### Owen Hall

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
539560		Total	1	0	0	0	0	0	0	0
PT Unlimited Term Tech/Para	5	Tot Min	0	1	1	0	0	0	0	0







534952

Mal	0	0	0	0	0	0	0	0	0
Fem	1	1	0	0	0	0	0	0	0

533109

Mal	0	0	0	0	0	0	0	0	0
Fem	1	1	0	0	0	0	0	0	0



# Workforce Analysis

**5305045000**

**Card Office - Dahlonega**

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
534951		Total	1	0	0	0	0	0	0	0
Senior Staff Associate	4	Tot Min	0	1	1	0	0	0	0	0
<b>Total for 5305045000</b>		Total	3	0	0	0	0	0	0	0
		Tot Min	0	3	3	0	0	0	0	0

**5305045100**

**Card Office - Gainesville**

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
533273		Total	1	0	0	0	0	0	0	0
Card Office Manager	6	Tot Min	0	1	1	0	0	0	0	0
534955		Total	1	0	0	0	0	0	0	0
Staff Assistant	4	Tot Min	0	1	1	0	0	0	0	0
534952		Total	1	1	1	0	0	0	0	0
Staff Associate	4	Tot Min	0	0	0	0	0	0	0	0
<b>Total for 5305045100</b>		Total	3	1	1	0	0	0	0	0
		Tot Min	0	2	2	0	0	0	0	0

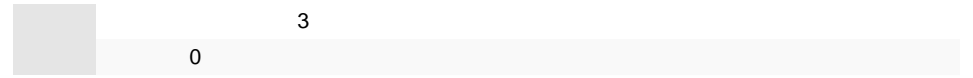
**5305045200**

**Card Office - Oconee**

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
534952		Total	1	0	0	0	0	0	0	0
Staff Associate	4	Tot Min	0	1	1	0	0	0	0	0
<b>Total for 5305045200</b>		Total	1	0	0	0	0	0	0	0
		Tot Min	0	1	1	0	0	0	0	0

535410		Total	2	0	0	0	0	0	0	0
Licensed Practical Nurse	5	Tot Min	0	2	2	0	0	0	0	0
533437		Total	1	0	0	0	0	0	0	0
Nurse Supervisor	5	Tot Min	1	1	0	1	0	0	0	0





539380		<b>Total</b>	1	<b>Mal</b>	1	1	0	0	0	0	0	0
Temporary Service/Maintenance	6	<b>Tot Min</b>	0	<b>Fem</b>	0	0	0	0	0	0	0	0

00909X		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0	0
Graduate Assistant (Hourly)	4	<b>Tot Min</b>	0	<b>Fem</b>	1	1	0	0	0	0	0	0	0
532089		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0	0
Asst. Coach, Softball	4	<b>Tot Min</b>	1	<b>Fem</b>	1	0	0	0	0	0	0	0	1
532088		<b>Total</b>	1	<b>Mal</b>	1	1	0	0	0	0	0	0	0
Head Coach, Softball	4	<b>Tot Min</b>	0	<b>Fem</b>	0	0	0	0	0	0	0	0	0
<b>Total for 5305071500</b>		<b>Total</b>	3	<b>Mal</b>	1	1	0	0	0	0	0	0	0
		<b>Tot Min</b>	1	<b>Fem</b>	2	1	0	0	0	0	0	0	1

00909X		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0	0
Graduate Assistant (Hourly)	4	<b>Tot Min</b>	0	<b>Fem</b>	1	1	0	0	0	0	0	0	0
<b>Total for 5305071750</b>		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0	0
		<b>Tot Min</b>	0	<b>Fem</b>	1	1	0	0	0	0	0	0	0

53CLAB		<b>Total</b>	1	<b>Mal</b>	1	1	0	0	0	0	0	0
Casual Labor Budget	5	<b>Tot Min</b>	0	<b>Fem</b>	0	0	0	0	0	0	0	0

533522		<b>Total</b>	1	<b>Mal</b>	1	1	0	0	0	0	0	0	0
Grounds Superv, Athletic Compl	6	<b>Tot Min</b>	0	<b>Fem</b>	0	0	0	0	0	0	0	0	0
00909X		<b>Total</b>	1	<b>Mal</b>	1	1	0	0	0	0	0	0	0
Graduate Assistant (Hourly)	4	<b>Tot Min</b>	0	<b>Fem</b>	0	0	0	0	0	0	0	0	0
532087		<b>Total</b>	1	<b>Mal</b>	1	1	0	0	0	0	0	0	0
Assistant Coach, Baseball	4	<b>Tot Min</b>	0	<b>Fem</b>	0	0	0	0	0	0	0	0	0
532086		<b>Total</b>	1	<b>Mal</b>	1	1	0	0	0	0	0	0	0
Head Coach, Baseball	4	<b>Tot Min</b>	0	<b>Fem</b>	0	0	0	0	0	0	0	0	0
<b>Total for 5305072800</b>		<b>Total</b>	4	<b>Mal</b>	4	4	0	0	0	0	0	0	0
		<b>Tot Min</b>	0	<b>Fem</b>	0	0	0	0	0	0	0	0	0

00909X		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0	0
Graduate Assistant (Hourly)	4	<b>Tot Min</b>	0	<b>Fem</b>	1	1	0	0	0	0	0	0	0
532083		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0	0
Head Coach, Women's Golf	4	<b>Tot Min</b>	0	<b>Fem</b>	1	1	0	0	0	0	0	0	0
<b>Total for 5305075200</b>		<b>Total</b>	2	<b>Mal</b>	0	0	0	0	0	0	0	0	0
		<b>Tot Min</b>	0	<b>Fem</b>	2	2	0	0	0	0	0	0	0

539016		<b>Total</b>	2	<b>Mal</b>	1	0	1	0	0	0	0	0	0
Student Assistant	4	<b>Tot Min</b>	2	<b>Fem</b>	1	0	0	1	0	0	0	0	0
<b>Total for 5307108002</b>		<b>Total</b>	2	<b>Mal</b>	1	0	1	0	0	0	0	0	0
		<b>Tot Min</b>	2	<b>Fem</b>	1	0	0	1	0	0	0	0	0

## Workforce Analysis

5307108008

Mandarin ROTC-Flagship Stu Sup

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
533477		Total	1	Mal	0	0	0	0	0	0	0
Administrative Specialist	5	Tot Min	0	Fem	1	1	0	0	0	0	0
539016		Total	7	Mal	2	1	0	1	0	0	0
Student Assistant	4	Tot Min	5	Fem	5	1	0	4	0	0	0
532714		Total	1	Mal	0	0	0	0	0	0	0
Tutoring Lab Coordinator	3	Tot Min	1	Fem	1	0	0	1	0	0	0
533419		Total	1	Mal	0	0	0	0	0	0	0
Dir Sponsored Programs Langua	3	Tot Min	1	Fem	1	0	0	0	0	0	1
<b>Total for 5307108008</b>		Total	10	Mal	2	1	0	1	0	0	0
		Tot Min	7	Fem	8	2	0	5	0	0	1

5307110006

17 UNG Summer Food United Way

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
00954X		Total	1	Mal	0	0	0	0	0	0	0
Hourly Professional	5	Tot Min	0	Fem	1	1	0	0	0	0	0
<b>Total for 5307110006</b>		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

5307201001

Cottrell School of Business

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
539016		Total	2	Mal	0	0	0	0	0	0	0
Student Assistant	4	Tot Min	0	Fem	2	2	0	0	0	0	0
<b>Total for 5307201001</b>		Total	2	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	2	2	0	0	0	0	0

5307201002

MBA Support-Cottrell-Dahlongega

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
533639		Total	1	Mal	1	1	0	0	0	0	0
Mgr Coll of Business Marketin	4	Tot Min	0	Fem	0	0	0	0	0	0	0



<b>Total for 5307201002</b>	<b>Total</b>	1	<b>Mal</b>	1	1	0	0	0	0	0	0	0
	<b>Tot Min</b>	0	<b>Fem</b>	0	0	0	0	0	0	0	0	0

539016	<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0	0
Student Assistant		4	<b>Tot Min</b>	0	1	1	0	0	0	0	0	0
<b>Total for 5307201006</b>		1		0	0	0	0	0	0	0	0	0
		0		0	1	1	0	0	0	0	0	0

## Workforce Analysis

5307301010

Educational Ldrshp Add-On Cert

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
00202X		Total	1	Mal	0	0	0	0	0	0	0
Assistant Professor	2	Tot Min	0	Fem	1	1	0	0	0	0	0
<b>Total for 5307301010</b>		<b>Total</b>	<b>1</b>	<b>Mal</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
		<b>Tot Min</b>	<b>0</b>	<b>Fem</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

5307303005

Atlanta Rehab ATEP

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
00909X		Total	1	Mal	0	0	0	0	0	0	0
Graduate Assistant (Hourly)	4	Tot Min	0	Fem	1	1	0	0	0	0	0
<b>Total for 5307303005</b>		<b>Total</b>	<b>1</b>	<b>Mal</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
		<b>Tot Min</b>	<b>0</b>	<b>Fem</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

5307303006

CARE Consortium

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
533521		Total	1	Mal	0	0	0	0	0	0	0
CARE Consort Research Coord	4	Tot Min	0	Fem	1	1	0	0	0	0	0
<b>Total for 5307303006</b>		<b>Total</b>	<b>1</b>	<b>Mal</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
		<b>Tot Min</b>	<b>0</b>	<b>Fem</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

5307402004

STEPS Supporting Technology-Da

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
539320		Total	3	Mal	0	0	0	0	0	0	0
Temporary Faculty	2	Tot Min	0	Fem	3	3	0	0	0	0	0
<b>Total for 5307402004</b>		<b>Total</b>	<b>3</b>	<b>Mal</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
		<b>Tot Min</b>	<b>0</b>	<b>Fem</b>	<b>3</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

# Workforce Analysis

5307502006

## S-STEM Strengthening Pathways

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2
539016		Total 2	0	0	0	0	0	0	0
Student Assistant	4	Tot Min 0	2	2	0	0	0	0	0
<b>Total for 5307502006</b>		Total 2	0	0	0	0	0	0	0
		Tot Min 0	2	2	0	0	0	0	0

Collaborative P36 m 711 191.36 I S 751.5 74.35 22search: Modula33 RG 751.54 517.5 m 184.5 517.5 I S BT.4

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2
539016		Total 1	0	0	0	0	0	0	0
Student Assistant	4	Tot Min 0	1	1	0	0	0	0	0
<b>Total for 5307503005</b>		Total 1	0	0	0	0	0	0	0
		Tot Min 0	1	1	0	0	0	0	0

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2
53CLAB		Total 3	2	0	0	1	1	0	0
Casual Labor Budget	5	Tot Min 2	1	1	0	0	0	0	0
539016		Total 1	1	1	0	0	0	0	0
Student Assistant	4	Tot Min 0	0	0	0	0	0	0	0
<b>Total for 5307504004</b>		Total 4	3	1	0	1	1	0	0
		Tot Min 2	1	1	0	0	0	0	0

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2
539016		Total 2	0	0	0	0	0	0	0
Student Assistant	4	Tot Min 0	2	2	0	0	0	0	0
<b>Total for 5307506003</b>		Total 2	0	0	0	0	0	0	0
		Tot Min 0	2	2	0	0	0	0	0

# Workforce Analysis

5307604014

				Total				I		P	
539016		Total	1	Mal	0	0	0	0	0	0	0
Student Assistant	4	Tot Min	0	Fem	1	1	0	0	0	0	0
<b>Total for 5307604014</b>		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

533409		Total	1	Mal	1	0	0	0	0	0	1
Coord Transfer & Trans Progs	4	Tot Min	1	Fem	0	0	0	0	0	0	0
<b>Total for 5307702001</b>		Total	1	Mal	1	0	0	0	0	0	1
		Tot Min	1	Fem	0	0	0	0	0	0	0

539016		Total	4	Mal	2	0	0	0	2	0	0
Student Assistant	4	Tot Min	4	Fem	2	0	0	0	0	0	2
533544		Total	2	Mal	0	0	0	0	0	0	0
Recruit & Retention Coord CAMP	4	Tot Min	2	Fem	2	0	0	0	1	0	1
533542		Total	1	Mal	1	0	0	0	0	0	1
Dir, Migrant Programs & Svcs	3	Tot Min	1	Fem	0	0	0	0	0	0	0
<b>Total for 5307709001</b>		Total	7	Mal	3	0	0	0	2	0	1
		Tot Min	7	Fem	4	0	0	0	1	0	3

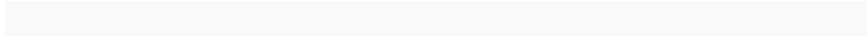
533549		Total	1	Mal	1	0	0	0	1	0	0
Academic Support Spec HEP	6	Tot Min	1	Fem	0	0	0	0	0	0	0
533548		Total	1	Mal	1	0	0	0	0	0	1
Recruit/Assess/Placemnt Spec	4	Tot Min	1	Fem	0	0	0	0	0	0	0

533541		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0
Associate Director, HEP	4	<b>Tot Min</b>	1	<b>Fem</b>	1	0	0	0	0	0	0	1
539340		<b>Total</b>	3	<b>Mal</b>	1	0	0	0	1	0	0	0
Temporary Professional	3	<b>Tot Min</b>	3	<b>Fem</b>	2	0	0	0	0	0	0	2
<b>Total for 5307709003</b>		<b>Total</b>	6		3	0	0	0	2	0	0	1
		<b>Tot Min</b>	6		3	0	0	0	0	0	0	3

<b>Mal</b>	0	0	0	0	0
<b>Fem</b>	1		0	0	

534952		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0	0
Staff Associate	4	<b>Tot Min</b>	0	<b>Fem</b>	1	1	0	0	0	0	0	0	0
534930		<b>Total</b>	4	<b>Mal</b>	1	1	0	0	0	0	0	0	0
Test Center Administrator	4	<b>Tot Min</b>	1	<b>Fem</b>	3	2	1	0	0	0	0	0	0

0



539016		<b>Total</b>	4	<b>Mal</b>	4	2	2	0	0	0	0	0
Student Assistant	4	<b>Tot Min</b>	2	<b>Fem</b>	0	0	0	0	0	0	0	0
			4		4	2	2	0	0	0	0	0
			2		0	0	0	0	0	0	0	0

<b>Total for 5309455200</b>	<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0	0
	<b>Tot Min</b>	0	<b>Fem</b>	1	1	0	0	0	0	0	0	0

533441	<b>Total</b>	1	<b>Mal</b>	1	1	0	0	0	0	0	0	0
Coord,Intml Sports/Sports Club	<b>Tot Min</b>	0	<b>Fem</b>	0	0	0	0	0	0	0	0	0
533425	<b>Total</b>	1	<b>Mal</b>	1	1	0	0	0	0	0	0	0
Dir, Recreational Sports	<b>Tot Min</b>	0	<b>Fem</b>	0	0	0	0	0	0	0	0	0
<b>Total for 5309510000</b>	<b>Total</b>	2	<b>Mal</b>	2	2	0	0	0	0	0	0	0
	<b>Tot Min</b>	0	<b>Fem</b>	0	0	0	0	0	0	0	0	0



539350		<b>Total</b>	7	<b>Mal</b>	2	2	0	0	0	0	0	0
Temporary Office/Clerical Asst	5	<b>Tot Min</b>	1	<b>Fem</b>	5	4	0	0	0	0	0	1
539016		<b>Fot Min</b>	2	<b>Mal</b>	13	12	1	0	0	0	0	0

00909X		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0	0
Graduate Assistant (Hourly)	4	<b>Tot Min</b>	0	<b>Fem</b>	1	1	0	0	0	0	0	0	0
<b>Total for 5309536000</b>		<b>Total</b>	15	<b>Mal</b>	3	2	0	1	0	0	0	0	0
		<b>Tot Min</b>	1	<b>Fem</b>	12	12	0	0	0	0	0	0	0

533433		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0	0
Facilities Coord., Rec Sports	6	<b>Tot Min</b>	0	<b>Fem</b>	1	1	0	0	0	0	0	0	0
<b>Total for 5309591000</b>		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0	0
		<b>Tot Min</b>	0	<b>Fem</b>	1	1	0	0	0	0	0	0	0

533225		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0	0
Work Mgmt Center Supervisor	7	<b>Tot Min</b>	0	<b>Fem</b>	1	1	0	0	0	0	0	0	0
533203		<b>Total</b>	1	<b>Mal</b>	1	1	0	0	0	0	0	0	0
Project Superintendent	7	<b>Tot Min</b>	0	<b>Fem</b>	0	0	0	0	0	0	0	0	0
533654		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0	0
Administrative Assistant III	4	<b>Tot Min</b>	0	<b>Fem</b>	1	1	0	0	0	0	0	0	0
533216		<b>Total</b>	1	<b>Mal</b>	1	1	0	0	0	0	0	0	0
Mgr, Capital & Space Planning	4	<b>Tot Min</b>	0	<b>Fem</b>	0	0	0	0	0	0	0	0	0
533207		<b>Total</b>	1	<b>Mal</b>	1	1	0	0	0	0	0	0	0
Project Manager, Facilities	4	<b>Tot Min</b>	0	<b>Fem</b>	0	0	0	0	0	0	0	0	0
533206		<b>Total</b>	1	<b>Mal</b>	1	1	0	0	0	0	0	0	0
Director Capital Planning/Proj	3	<b>Tot Min</b>	0	<b>Fem</b>	0	0	0	0	0	0	0	0	0
533199		<b>Total</b>	1	<b>Mal</b>	1	1	0	0	0	0	0	0	0
Asst. VP, Facilities	1	<b>Tot Min</b>	0	<b>Fem</b>	0	0	0	0	0	0	0	0	0
<b>Total for 5309901000</b>		<b>Total</b>	7	<b>Mal</b>	5	5	0	0	0	0	0	0	0
		<b>Tot Min</b>	0	<b>Fem</b>	2	2	0	0	0	0	0	0	0



# Workforce Analysis

5309920000

				Total	W	B	A	H	I	P	
536236		Total	1	Mal	1	1	0	0	0	0	0
Plumber II	6	Tot Min	0	Fem	0	0	0	0	0	0	0
536243		Total	2	Mal	2	2	0	0	0	0	0
HVAC Mechanic III	6	Tot Min	0	Fem	0	0	0	0	0	0	0
536225		Total	2	Mal	2	2	0	0	0	0	0
Electronic Systems Technician	5	Tot Min	0	Fem	0	0	0	0	0	0	0
533210		Total	1	Mal	1	1	0	0	0	0	0
Building Trades Manager	4	Tot Min	0	Fem	0	0	0	0	0	0	0
533211		Total	1	Mal	1	1	0	0	0	0	0
Mechanical Trades Manager	4	Tot Min	0	Fem	0	0	0	0	0	0	0
533059		Total	1	Mal	1	1	0	0	0	0	0
Auxilliary Tech Specialist	3	Tot Min	0	Fem	0	0	0	0	0	0	0
<b>Total for 5309920000</b>		Total	29	Mal	29	28	0	0	0	1	0
		Tot Min	1	Fem	0	0	0	0	0	0	0

537234		Total	4	Mal	3	3	0	0	0	0	0
Custodian II	7	Tot Min	0	Fem	1	1	0	0	0	0	0
537232		Total	43	Mal	15	14	1	0	0	0	0
Custodian	7	Tot Min	2	Fem	28	27	0	0	0	0	1
537246		Total	1	Mal	1	1	0	0	0	0	0
Moving/Setup Worker	7	Tot Min	0	Fem	0	0	0	0	0	0	0
537230		Total	5	Mal	2	2	0	0	0	0	0
Custodial Supervisor	7	Tot Min	0	Fem	3	3	0	0	0	0	0
537245		Total	1	Mal	1	1	0	0	0	0	0
Moving/Setup Supervisor	7	Tot Min	0	Fem	0	0	0	0	0	0	0
00938X		Total	1	Mal	0	0	0	0	0	0	0
Temporary Service/Maintenance	6	Tot Min	0	Fem	1	1	0	0	0	0	0
535213		Total	1	Mal	1	1	0	0	0	0	0
Custodial & Events Manager	4	Tot Min	0	Fem	0	0	0	0	0	0	0

<b>Total for 5309930000</b>		<b>Total</b>	56	<b>Mal</b>	23	22	1	0	0	0	0	0	0
		<b>Tot Min</b>	2	<b>Fem</b>	33	32	0	0	0	0	0	0	1

537223		<b>Total</b>	8	<b>Mal</b>	8	7	0	0	0	1	0	0
Groundskeeper	7	<b>Tot Min</b>	1	<b>Fem</b>	0	0	0	0	0	0	0	0
537240		<b>Total</b>	1	<b>Mal</b>	1	1	0	0	0	0	0	0
Pine Valley Attendant	7	<b>Tot Min</b>	0	<b>Fem</b>	0	0	0	0	0	0	0	0
537224		<b>Total</b>	2	<b>Mal</b>	2	2	0	0	0	0	0	0
Groundskeeper Lead	7	<b>Tot Min</b>	0	<b>Fem</b>	0	0	0	0	0	0	0	0
537222		<b>Total</b>	1	<b>Mal</b>	1	1	0	0	0	0	0	0
Groundskeeper II	7	<b>Tot Min</b>	0	<b>Fem</b>	0	0	0	0	0	0	0	0
537211		<b>Total</b>	1	<b>Mal</b>	1	1	0	0	0	0	0	0
Grounds Project Supervisor	7	<b>Tot Min</b>	0	<b>Fem</b>	0	0	0	0	0	0	0	0
539380		<b>Total</b>	2	<b>Mal</b>	2	2	0	0	0	0	0	0
Temporary Service/Maintenance	6	<b>Tot Min</b>	0	<b>Fem</b>	0	0	0	0	0	0	0	0
535214		<b>Total</b>	19	<b>Mal</b>	1	1	0	0	0	0	0	0
Grounds Manager	4	<b>Tot Min</b>	0	<b>Fem</b>								
<b>Total for 5309950000</b>		<b>Total</b>	16	<b>Mal</b>	16	15	0	0	0	1	0	0
		<b>Tot Min</b>	1	<b>Fem</b>	0	0	0	0	0	0	0	0

533476		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0
Facilities Administrative Coor	5	<b>Tot Min</b>	0	<b>Fem</b>	1	1	0	0	0	0	0	0
		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0
		<b>Tot Min</b>	0	<b>Fem</b>	1	0	0	0	0	0	0	0

**Total for 5309960000**

<b>Total</b>	5	<b>Mal</b>	3	3	0	0	0	0	0	0
<b>Tot Min</b>	0	<b>Fem</b>	2	2	0	0	0	0	0	0

537246	<b>Total</b>	2	<b>Mal</b>	2	2	0	0	0	0	0	0
Moving/Setup Worker	7	<b>Tot Min</b>	0	<b>Fem</b>	0	0	0	0	0	0	0
533213	<b>Total</b>	1	<b>Mal</b>	1	1	0	0	0	0	0	0
Mgr Campus Svcs & Space	7	<b>Tot Min</b>	0	<b>Fem</b>	0	0	0	0	0	0	0
536218	<b>Total</b>	1	<b>Mal</b>	1	1	0	0	0	0	0	0
Mechanic	6	<b>Tot Min</b>	0	<b>Fem</b>	0	0	0	0	0	0	0
536246			<b>Mal</b>	4	3	0	0	1	0	0	0
			<b>Fem</b>	0	0	0	0	0	0	0	0

535215		<b>Total</b>	1	<b>Mal</b>	0	0	0	0	0	0	0	0
Custodial Manager	4	<b>Tot Min</b>	0	<b>Fem</b>	1	1	0	0	0	0	0	0

**Annotated Employee List by Department  
Within Plan - Different Work Location**

**5300211200 Visual Arts**

Job Code & Title	Work Location	Total Emps	Race	Gender
00932R - Part Time Temporary Faculty	530VA	1	MULTI	Male
<b>Total for 5300211200 - Visual Arts 1</b>				

**5300211300 Music**

Job Code & Title	Work Location	Total Emps	Race	Gender
539320 - Temporary Faculty	OTH	2	WHITE	Male
<b>Total for 5300211300 - Music 2</b>				

**5300214000 English**

Job Code & Title	Work Location	Total Emps	Race	Gender
00204X - Lecturer	UC4	1	WHITE	Female
00204X - Lecturer	UC4	2	WHITE	Male
00922X - Limited Term Faculty	UC4	1	WHITE	Female
<b>Total for 5300214000 - English 4</b>				

**5300214300 Spanish**

Job Code & Title	Work Location	Total Emps	Race	Gender
539320 - Temporary Faculty	UC4	1	WHITE	Female
<b>Total for 5300214300 - Spanish 1</b>				

**5300214400 Language Lab**

Job Code & Title	Work Location	Total Emps	Race	Gender
539016 - Student Assistant	OCO	1	MULTI	Female
<b>Total for 5300214400 - Language Lab 1</b>				

**5300217000 History, Anth, Phil**

Job Code & Title	Work Location	Total Emps	Race	Gender
00204X - Lecturer	UC4	1	WHITE	Female
539PBF - Current Term Partial-Ben Fac	OTH	1	WHITE	Male
<b>Total for 5300217000 - History, Anth, Phil 2</b>				



## Annotated Employee List by Department

**5300311000**

### Communication: Media & Journal

Job Code & Title	Work Location	Total Emps	Race	Gender
539PBF - Current Term Partial-Ben Fac	UC4	2	WHITE	Female

Total for 5300311000 - Communication: Media & Journal 2

**5300411500**

### Masters of Business Admin

Job Code & Title	Work Location	Total Emps	Race	Gender
532219 - Dir. MBA Prog	UC4	1	WHITE	Male
534950 - Office Administrator	UC4	1	WHITE	Female

Total for 5300411500 - Masters of Business Admin 2

**5300411800**

### Marketing & Management

Job Code & Title	Work Location	Total Emps	Race	Gender
539PBF - Current Term Partial-Ben Fac	OTH	1	WHITE	Male

Total for 5300411800 - Marketing & Management 1

**5300415400**

### Pol Sci/Internat'l Affairs

Job Code & Title	Work Location	Total Emps	Race	Gender
00922X - Limited Term Faculty	UC4	1	WHITE	Male

Total for 5300415400 - Pol Sci/Internat'l Affairs 1

**5300611000**

### Teacher Education

Job Code & Title	Work Location	Total Emps	Race	Gender
00201X - Associate Professor	UC4	1	WHITE	Female
00922X - Limited Term Faculty	UC4	1	WHITE	Female
00932R - Part Time Temporary Faculty	OTH	1	WHITE	Female
539320 - Temporary Faculty	UC4	1	WHITE	Male
539320 - Temporary Faculty	UC4	4	WHITE	Female
539320 - Temporary Faculty	OTH	12	WHITE	Female

Total for 5300611000 - Teacher Education 20

**5300811050**

### Biology-Nat Sci Lab Fee

Job Code & Title	Work Location	Total Emps	Race	Gender
539016 - Student Assistant	DAH	1	WHITE	Female

Total for 5300811050 - Biology-Nat Sci Lab Fee 1

**5300812000**

### Mathematics

## Annotated Employee List by Department

Job Code & Title	Work Location	Total Emps	Race	Gender
00204X - Lecturer	UC4	1	WHITE	Female
00922X - Limited Term Faculty	BRC	1	WHITE	Female

Total for 5300812000 - Mathematics 2

### 5300819500 Inst of Environ Spatial Analys

Job Code & Title	Work Location	Total Emps	Race	Gender
00201X - Associate Professor	UC4	1	WHITE	Female
539320 - Temporary Faculty	OTH	1	WHITE	Male

Total for 5300819500 - Inst of Environ Spatial Analys 2

### 5301211400 Georgia Globe/eCore

Job Code & Title	Work Location	Total Emps	Race	Gender
00932R - Part Time Temporary Faculty	OTH	1	BLACK	Female
00932R - Part Time Temporary Faculty	OTH	1	WHITE	Female
00932R - Part Time Temporary Faculty	OTH	2	WHITE	Male
539320 - Temporary Faculty	OTH	1	AMIND	Female
539320 - Temporary Faculty	OTH	3	WHITE	Male
539320 - Temporary Faculty	OTH	4	WHITE	Female

Total for 5301211400 - Georgia Globe/eCore 12

### 5301211410 eCore Support

Job Code & Title	Work Location	Total Emps	Race	Gender
00933Z - Temporary Administrator Retire	BRC	1	WHITE	Male

Total for 5301211410 - eCore Support 1

### 5301212950 Blue Ridge Instructional Site

Job Code & Title	Work Location	Total Emps	Race	Gender
532063 - Director, Blue Ridge	BRC	1	WHITE	Female
00202X - Assistant Professor	BRC	3	WHITE	Male
00204U - Senior Lecturer	BRC	1	WHITE	Female
539320 - Temporary Faculty	BRC	1	WHITE	Male
532760 - Coord Community Outreach	BRC	1	WHITE	Female
532193 - Asst Director, Enrollment Svcs	BRC	1	WHITE	Female
533925 - Academic Advisor	BRC	1	WHITE	Female
534950 - Office Administrator	BRC	1	WHITE	Female

Total for 5301212950 - Blue Ridge Instructional Site 10

### 5301414000 Professional & Cont. Ed (14000)

Job Code & Title	Work Location	Total Emps	Race	Gender
534950 - Office Administrator	UC4	1	WHITE	Female
		1		

# Annotated Employee List by Department

Total for 5301617000 - Academic Skills:Freshman Exp 1

## 5301811000

### Library

Job Code & Title	Work Location	Total Emps	Race	Gender
532402 - Head Librarian II	UC4	1	WHITE	Female
00210X - Librarian AC	UC4	1	WHITE	Female
00909X - Graduate Assistant (Hourly)	UC4	1	WHITE	Female

Total for 5301811000 - Library 3

## 5302011000

### IT Academic Computing

Job Code & Title	Work Location	Total Emps	Race	Gender
533467 - TSS Coordinator	UC4	1	WHITE	Male

Total for 5302011000 - IT Academic Computing 1

## 5302011100

### Student Technology

Job Code & Title	Work Location	Total Emps	Race	Gender
539036 - Student Technician	UC4	1	MULTI	Male
533459 - Help Desk Coord	UC4	1	WHITE	Female

Total for 5302011100 - Student Technology 2

## 5302215023

### UC/GA 400 Administration

Job Code & Title	Work Location	Total Emps	Race	Gender
532048 - Exec Director, UC/GA400	UC4	1	WHITE	Male
534950 - Office Administrator	UC4	1	WHITE	Female
534955 - Staff Assistant	UC4	1	WHITE	Female
539016 - Student Assistant	UC4	1	WHITE	Female

Total for 5302215023 - UC/GA 400 Administration 4

## 5302215200

### Assoc VP for Enrollment Manage

Job Code & Title	Work Location	Total Emps	Race	Gender
532193 - Asst Director, Enrollment Svcs	UC4	1	WHITE	Male

Total for 5302215200 - Assoc VP for Enrollment Manage 1

## 5302411200

### Dean of Students - Gainesville

Job Code & Title	Work Location	Total Emps	Race	Gender
533417 - Asst Dir, Student Counseling	UC4	1	BLACK	Female

Total for 5302411200 - Dean of Students - Gainesville 1

## Annotated Employee List by Department

### 5302815110

### Testing

Job Code & Title	Work Location	Total Emps	Race	Gender
532710 - Testing Office Coordinator	UC4	1	BLACK	Female

Total for 5302815110 - Testing 1

### 5303011000

### Student Financial Aid

Job Code & Title	Work Location	Total Emps	Race	Gender
532311 - Sr. Financial Aid Counselor	UC4	1	WHITE	Female

Total for 5303011000 - Student Financial Aid 1

### 5303812100

### Bursar's Office

Job Code & Title	Work Location	Total Emps	Race	Gender
533113 - Program Accounting Specialist	UC4	1	WHITE	Female

Total for 5303812100 - Bursar's Office 1

### 5304011000

### Human Resources

Job Code & Title	Work Location	Total Emps	Race	Gender
533702 - Technical Support Spec III	OTH	1	WHITE	Male

Total for 5304011000 - Human Resources 1

### 5304613000

### Work Study Program

Job Code & Title	Work Location	Total Emps	Race	Gender
539026 - Work Study Student	BRC	1	MULTI	Male
539026 - Work Study Student	UC4	1	WHITE	Female

Total for 5304613000 - Work Study Program 2

### 5307709003

### HEP HS Equivalency Program

Job Code & Title	Work Location	Total Emps	Race	Gender
539340 - Temporary Professional	BRC	1	HISPA	Male

Total for 5307709003 - HEP HS Equivalency Program 1

### 5309901000

### Facilities & Capital Planning

Job Code & Title	Work Location	Total Emps	Race	Gender
533206 - Director Capital Planning/Proj	UC4	1	WHITE	Male

Total for 5309901000 - Facilities & Capital Planning 1

**5309920000****Facilities North-Maintenance**

Job Code & Title	Work Location	Total Emps	Race	Gender
00937X - Temporary Skilled Crafts	UC4	1	WHITE	Male
539470 - Occasional Skilled Crafts	UC4	1	WHITE	Male

Total for 5309920000 - Facilities North-Maintenance 2

**5309930000****Facilities North-Custodial**

Job Code & Title	Work Location	Total Emps	Race	Gender
537232 - Custodian				

## Job Group Analysis

41 C.F.R. 60-2.12

As the second diagnostic component of our AAP we have conducted a job group analysis. The job group analysis is the first step in comparing the representation of minorities and women in the workforce covered by this AAP with the estimate of the available qualified minorities and women who could be employed by University of North Georgia in positions covered by this AAP.

In designing our job groups we considered similarities of duties and opportunities.

Although not a determinative factor in designing job groups, we also attempted to create job groups large enough to conduct appropriate analysis.

The following charts identify the job groups created for this AAP, the job titles that comprise each job group, and the percentage of minority incumbents and the percentage of female incumbents in each job group.

We have included a chart identifying the employees included in this AAP who work at other University of North Georgia locations and those employees who work at locations but are covered by this AAP covered by this AAP but who, in accordance with 41 C.F.R. 60-2.1, are included in another University of North Georgia AAP. This chart sets forth the locations where the employees are actually working and/or the AAP in which they are included.





#	0	0
%	0.00	0.00



## Job Group Analysis

**145**

**Assoc/Asst Vice President**

**EEO Code: 1**

Job Code & Title		Min	Fem							
532051 - Asst VP Stu Aff/Dean of St-OC	#	0	1							
1 Employee	%	0.00	100.00							
<b>14 Employees</b>	<b>Totals</b>	<b>#</b>	<b>0</b>	<b>9</b>						
		<b>%</b>	<b>0.00</b>	<b>64.29</b>						

**150**

**Vice Provost**

**EEO Code: 1**

Job Code & Title		Min	Fem							
00150X - Vice Provost	#	0	1							
1 Employee	%	0.00	100.00							
<b>1 Employee</b>	<b>Totals</b>	<b>#</b>	<b>0</b>	<b>1</b>						
		<b>%</b>	<b>0.00</b>	<b>100.00</b>						

**155**

**Assoc/Asst Provost**

**EEO Code: 1**

Job Code & Title		Min	Fem							
00155X - Assoc/Asst Provost	#	0	0							
1 Employee	%	0.00	0.00							
00155E - Associate Provost	#	0	0							
1 Employee	%	0.00	0.00							
<b>2 Employees</b>	<b>Totals</b>	<b>#</b>	<b>0</b>	<b>0</b>						
		<b>%</b>	<b>0.00</b>	<b>0.00</b>						

**162**

**Chief Athletics Administrator**

**EEO Code: 1**

Job Code & Title		Min	Fem							
531060 - Athletics Director	#	0	1							
1 Employee	%	0.00	100.00							

## Job Group Analysis

**162**

**Chief Athletics Administrator**

**EEO Code: 1**

Job Code & Title			Min	Fem							
1 Employee	Totals	#	0	1							
		%	0.00	100.00							

**176**

**Chief Information (IT) Officer**

**EEO Code: 1**

Job Code & Title			Min	Fem							
531030 - Chief Information Officer		#	0	0							
1 Employee		%	0.00	0.00							
531031 - Deputy CIO		#	0	0							
1 Employee		%	0.00	0.00							
533793 - Asst CIO Entrprse Info Sys		#	0	0							
1 Employee		%	0.00	0.00							
533799 - Asst CIO,IT Portfolio Mgr, AV		#	0	0							
1 Employee		%	0.00	0.00							
<b>4 Employees</b>	<b>Totals</b>	#	0	0							
		%	0.00	0.00							

**180**

**Chief Legal Affairs Officer**

**EEO Code: 1**

Job Code & Title			Min	Fem							
531071 - General Counsel		#	0	1							
1 Employee		%	0.00	100.00							
<b>1 Employee</b>	<b>Totals</b>	#	0	1							
		%	0.00	100.00							

**182**

**Chief Librarian**

**EEO Code: 1**

Job Code & Title			Min	Fem							
532400 - Dean of Libraries		#	0	1							
1 Employee		%	0.00	100.00							

<b>1 Employee</b>	<b>Totals</b>	#	0	1							
		%	0.00	100.00							

00190X - Director Coll/Div/Sch AC	#	0	0								
1 Employee	%	0.00	0.00								
532700 - Dir, Distance Ed & Tech Integ	#	0	1								
1 Employee	%	0.00	100.00								
<b>2 Employees</b>	<b>Totals</b>	#	0	1							
		%	0.00	50.00							

531058 - Executive Director, Oconee	#	0	1								
1 Employee	%	0.00	100.00								
533200 - Director, Facilities & Operati	#	0	0								
2 Employees	%	0.00	0.00								
532056 - Commandant of Cadets	#	0	0								
1 Employee	%	0.00	0.00								
533290 - Exec Dir Auxlry Svcs & Related	#	0	1								
1 Employee	%	0.00	100.00								
00193X - Director Div/Dpt AD	#	0	3								
5 Employees	%	0.00	60.00								
532605 - Dir, Institutional Research	#	0	1								
1 Employee	%	0.00	100.00								
532063 - Director, Blue Ridge	#	0	1								
1 Employee	%	0.00	100.00								





00201X - Associate Professor

#	28	53
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119 Employees

%	23.53	44.54
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533190 - Director, Internal Audit	#	0	1								
1 Employee	%	0.00	100.00								
	#	0	1								
	%	0.00	100.00								

533251 - Director of UNG Stores	#	0	1																	
1 Employee	%	0.00	100.00																	
533419 - Dir Sponsored Programs Langua	#	1	1																	
1 Employee	%	100.00	100.00																	
533615 - Dir, Donor Relations	#	0	1																	
[REDACTED] Rural Student Aff	#	1	0																	
	%	100.00	0.00																	
532716 - Director, Learning Support	#	0	1																	
1 Employee	%	0.00	100.00																	
533542 - Dir, Migrant Programs & Svcs	#	1	0																	
1 Employee	%	100.00	0.00																	
532745 - Director, Tutoring Services	#	1	0																	
1 Employee	%	100.00	0.00																	
533481 - Dir Orientation & Transition P	#	0	1																	
1 Employee	%	0.00	100.00																	
532726 - Dir, Student Disability Servic	#	0	0																	
1 Employee	%	0.00	0.00																	
533425 - Dir, Recreational Sports	#	0	0																	
1 Employee	%	0.00	0.00																	
532740 - Director, Testing	#	1	1																	
1 Employee	%	100.00	100.00																	
<b>533481 - Dir, Orientation &amp; Transition P</b>	#	0	1																	
1 Employee	%	0.00	100.00																	
<b>533425 - Dir, Recreational Sports</b>	#	0	0																	
1 Employee	%	0.00	0.00																	

533485 - Dir, Fraternity & Sorority Lif	#	0	1								
1 Employee	%	0.00	100.00								
	#	0	1								
	%	0.00	100.00								



533802 - Asst Dir, Budget Office	#	0	1							
1 Employee	%	0.00	100.00							
533502 - Assoc Athletic Director	#	0	0							
1 Employee	%	0.00	0.00							
533104 - Assistant Comptroller	#	0	1							
1 Employee	%	0.00	100.00							
532709 - Assoc Dir, Post Award	#	1	1							
1 Employee	%	100.00	100.00							



533422 - Assoc Dir, Recreation & Wellne	#	0	0							
1 Employee	%	0.00	0.00							
533058 - Asst Dir Auxiliary Services	#	0	1							
1 Employee	%	0.00	100.00							
00310X - Asso/Asst Director Div/Dept AD	#	0	0							
1 Employee	%	0.00	0.00							
533421 - Assoc Dir Rec Sports	#	0	1							
1 Employee	%	0.00	100.00							
533464 - Assistant Dir, Residence Life	#	0	0							
1 Employee	%	0.00	0.00							
533822 - Alumni Relations Officer%	#	0	2							
2 Employees	%	0.00	100.00							
532727 - Asst Dir, Disability Services	#	1	2							
2 Employees	%	50.00	100.00							
532719 - Assistant Director, Learning S	#	0	1							
1 Employee	%	0.00	100.00							
	#	0	1							
	%	0.00	50.00							

## Job Group Analysis

**312**

**Assoc/Asst Director, Subdivision/Unit AD**

**EEO Code: 3**

Job Code & Title		Min	Fem							
532701 - Assistant Dir DETI	#	1	0							
1 Employee	%	100.00	0.00							
00312E - Assoc Director SubDiv/Unit AD	#	0	0							
1 Employee	%	0.00	0.00							
532737 - Assoc Dir, NISTS	#	0	1							
1 Employee	%	0.00	100.00							
532191 - Asso Dir Enrol Mgt Campus Impl	#	0	1							
1 Employee	%	0.00	100.00							
533494 - Asst Dir Student Life/Stu Orgs	#	0	1							
1 Employee	%	0.00	100.00							
532732 - Asst Dir Stdt Life Veteran/Ad	#	0	1							
1 Employee	%	0.00	100.00							
532710 - Testing Office Coordinator	#	3	5							
5 Employees	%	60.00	100.00							
533434 - Health Educator	#	1	0							
1 Employee	%	100.00	0.00							
<b>15 Employees</b>	<b>Totals</b>	<b>#</b>	<b>6</b>	<b>9</b>						
		<b>%</b>	<b>40.00</b>	<b>60.00</b>						

**315**

**Manager**

**EEO Code: 3**

Job Code & Title		Min	Fem							
533938 - Program Manager	#	0	1							
1 Employee	%	0.00	100.00							
533771 - Mgr, University IT Systems	#	0	0							
2 Employees	%	0.00	0.00							
533168 - Manager, HR Analytics	#	0	1							
1 Employee	%	0.00	100.00							
533111 - Bursar	#	0	0							
1 Employee	%	0.00	0.00							

533167 - Mgr Talent Acquisition	#	1	1								
1 Employee	%	100.00	100.00								
533118 - Manager Accounts Payable	#	0	1								
1 Employee	%	0.00	100.00								
533945 - Accreditation & Assessment Mgr	#	0	1								
1 Employee	%	0.00	100.00								
533587 - Program Director - McNair Prog	#	0	1								
1 Employee	%	0.00	100.00								
533752 - Manager, IT Service Desk	#	0	0								
1 Employee	%	0.00	0.00								

533152 - Deputy CHRO  
1 Employee

#	0	0
%	0.00	0.00

## Job Group Analysis

**325**

**Executive Assistant/Administrative Specialist / Co**

**EEO Code: 3**

Job Code & Title		Min	Fem							
533915 - Admin Asst to the VP	#	0	4							
4 Employees	%	0.00	100.00							
533195 - Business & Finance Coordinator	#	0	1							
1 Employee	%	0.00	100.00							
533652 - Assistant to the Dean I	#	0	2							
2 Employees	%	0.00	100.00							
532714 - Tutoring Lab Coordinator	#	2	3							
4 Employees	%	50.00	75.00							
532197 - Dual Enroll Coord	#	1	0							
1 Employee	%	100.00	0.00							
532822 - International Student Services	#	0	1							
1 Employee	%	0.00	100.00							
533934 - Online Stdtd Succ Coord	#	0	1							
1 Employee	%	0.00	100.00							
533936 - Program Coordinator	#	0	2							
2 Employees	%	0.00	100.00							
533920 - Admin Asst to the Dean/AVP	#	0	3							
3 Employees	%	0.00	100.00							
532713 - Coord, Corps Tutoring	#	0	1							
1 Employee	%	0.00	100.00							
<b>31 Employees</b>	<b>Totals</b>	<b>5</b>	<b>24</b>							
		<b>16.13</b>	<b>77.42</b>							

**400**

**Academic Services Professional**

**EEO Code: 3**

Job Code & Title		Min	Fem							
533960 - Coord Asses & Online Prog	#	0	1							
1 Employee	%	0.00	100.00							
532698 - Instructional Designer II	#	0	0							
1 Employee	%	0.00	0.00							

538132 - Acad Coord National Svc Leadr	#	0	1								
1 Employee	%	0.00	100.00								
	#	1	3								

533725 - Sr. Systems Engineer	#	0	0								
1 Employee	%	0.00	0.00								
533782 - Software Quality Assur Enginr	#	0	1								
1 Employee		0.00	100.00								
533701 - Director, Tech Support Svcs	#	0	0								
1 Employee		0.00	0.00								
533724 - Programmer Analyst II	#	0	1								
1 Employee			100.00								
533789 - Software Developer	#	0	0								
2 Employees			0.00								
533744 - Telecommunications Engineer	#	0	0								
2 Employees	%		0.00								
533768 - Application Developer I	#	0	1								
2 Employees	%		50.00								

<b>21 Employees</b>	<b>Totals</b>	#	1	3							
		%	4.76	14.29							

533777 - Information Security Ops Mgr	#	0	0								
1 Employee	%	0.00	0.00								
533776 - Info Security Analyst III	#	0	0								
1 Employee	%	0.00	0.00								
533763 - Security Analyst II	#	0	0								
3 Employees	%	0.00	0.00								
533779 - Web Designer	#	0	2								
2 Employees	%	0.00	100.00								
<b>7 Employees</b>	<b>Totals</b>	#	0	2							
		%	0.00	28.57							

#	0	1
	0.00	



534122 - Department Business Specialist	#	0	1							
1 Employee	%	0.00	100.00							
532618 - Institutional Effect Spec	#	0	1							
1 Employee	%	0.00	100.00							
533654 - Administrative Assistant III	#	0	9							
9 Employees	%	0.00	100.00							
533164 - Compensation Analyst	#	1	1							
1 Employee	%	100.00	100.00							
	#	0	1							
	%	0.00								

534104 - Business Office Cashier	#	0	4								
4 Employees	%	0.00	100.00								
534123 - Shipping & Receiving Asst	#	0	0								
2 Employees	%	0.00	0.00								
533916 - Fac Records Asst	#	1	1								
1 Employee	%	100.00	100.00								

# Job Group Analysis

**510**

**Office / Clerical Assistant**

**EEO Code: 4**

Job Code & Title		Min	Fem								
133 Employees	Totals	#	13	123							
		%	9.77	92.48							

532708 - Research Account Manager	#	0	1								
1 Employee	%	0.00	100.00								
<b>1 Employee</b>	<b>Totals</b>	#	0	1							
		%	0.00	100.00							

533940 - Lab Coordinator (Life Sciences	#	1	3								
4 Employees	%	25.00	75.00								
533957 - Lab Technician	#	0	0								
1 Employee	%	0.00	0.00								
<b>5 Employees</b>	<b>Totals</b>	#	1	3							
		%	20.00	60.00							

533432 - Nurse Practioner	#	1	3								
3 Employees	%	33.33	100.00								
<b>3 Employees</b>	<b>Totals</b>	#	1	3							
		%	33.33	100.00							

533302 - Deputy Chief Police	#	1	0								
1 Employee	%	100.00	0.00								
533312 - Asst Dir Emergency Preparedne	#	0	0								
1 Employee	%	0.00	0.00								
533294 - Coord, Public Safety Academy	#	0	1								
1 Employee	%	0.00	100.00								
<b>3 Employees</b>	<b>Totals</b>	#	1	1							
		%	33.33	33.33							

532411 - Library Services Coordinator	#	0	1								
2 Employees	%	0.00	50.00								
533253 - Managing Editor	#	0	1								
1 Employee	%	0.00	100.00								
532410 - Library Specialist	#	0	1								
1 Employee	%	0.00	100.00								
<b>4 Employees</b>	<b>Totals</b>	#	0	3							
		%	0.00	75.00							

532513 - Associate Director Cont. Edu.	#	0	1								
1 Employee	%	0.00	100.00								
532516 - Assistant Director Cont. Edu.	#	0	1								
1 Employee	%	0.00	100.00								

## Job Group Analysis

<b>2 Employees</b>	<b>Totals</b>	<b>#</b>	0	2							
		<b>%</b>	0.00	100.00							

533460 - Director, Residence Life	<b>#</b>	0	1								
1 Employee	<b>%</b>	0.00	100.00								
532101 - Student Information Systems Sp	<b>#</b>	0	0								
1 Employee	<b>%</b>	0.00	0.00								
533509 - Asst Dir, Athletics Business A	<b>#</b>	0	1								
1 Employee	<b>%</b>	0.00	100.00								
533426 - Coord Condit & Wellness	<b>#</b>	0	0								
1 Employee	<b>%</b>	0.00	0.00								
00410X - Student Services Professional	<b>#</b>	0	1								
1 Employee	<b>%</b>	0.00	100.00								
532818 - Internatl & Military Prog Coord	<b>#</b>	0	0								
1 Employee	<b>%</b>	0.00	0.00								
533409 - Coord Transfer & Trans Progs	<b>#</b>	1	0								
2 Employees	<b>%</b>	50.00	0.00								
533418 - Coord, Student Money Mgt Ctr	<b>#</b>	1	1								
1 Employee	<b>%</b>	100.00	100.00								
538117 - Asst Dir, Cadet Admissions	<b>#</b>	0	0								
1 Employee	<b>%</b>	0.00	0.00								
538127 - Senior Tactical Officer	<b>#</b>	0	0								
1 Employee	<b>%</b>	0.00	0.00								
538126 - Coord, Military Operations	<b>#</b>	0	0								
1 Employee	<b>%</b>	0.00	0.00								
532188 - Asst Dir Enroll Mgt Scholarship	<b>#</b>	0	0								
1 Employee	<b>%</b>	0.00	0.00								

533486 - Coord, Multicultural Student A	#	1	1								
1 Employee	%	100.00	100.00								
	#	0	1								
		0.00	100.00								

## Job Group Analysis

**410**

**Student Services Professional**

**EEO Code: 4**

Job Code & Title		Min	Fem							
532210 - Admissions Officer	#	1	1							
2 Employees	%	50.00	50.00							
533446 - Coord, Residential Education	#	0	1							
1 Employee	%	0.00	100.00							
<b>71 Employees</b>	<b>Totals #</b>	<b>21</b>	<b>50</b>							
	<b>%</b>	<b>29.58</b>	<b>70.42</b>							

**411**

**Counseling Professional AD**

**EEO Code: 4**

Job Code & Title		Min	Fem							
533417 - Asst Dir, Student Counseling	#	1	1							
1 Employee	%	100.00	100.00							
533415 - Pers Couns & Wellness Spec	#	0	0							
1 Employee	%	0.00	0.00							
533414 - Licensed Professional Counselo	#	0	6							
6 Employees	%	0.00	100.00							
533590 - Counselor, Upward Bound	#	1	1							
1 Employee	%	100.00	100.00							
533408 - Career & Transfer Spec-OC	#	1	1							
1 Employee	%	100.00	100.00							
533407 - Career Services Specialist	#	0	3							
3 Employees	%	0.00	100.00							
<b>13 Employees</b>	<b>Totals #</b>	<b>3</b>	<b>12</b>							
	<b>%</b>	<b>23.08</b>	<b>92.31</b>							

**412**

**Athletics Professional**

**EEO Code: 4**

Job Code & Title		Min	Fem							
532091 - Assistant Coach, Men's Basketb	#	0	0							
1 Employee	%	0.00	0.00							

533552 - Coord, Athletic Communications

#	0	0
%	0.00	0.00



## Job Group Analysis

**413**

**Coach**

**EEO Code: 4**

Job Code & Title		Min	Fem							
00413D - Assistant Coach	#	1	1							
2 Employees	%	50.00	50.00							
<b>8 Employees</b>	<b>Totals</b>	<b>#</b>	<b>1</b>	<b>3</b>						
	<b>%</b>	<b>12.50</b>	<b>37.50</b>							

**422**

**HR/EEO/OD Professional**

**EEO Code: 4**

Job Code & Title		Min	Fem							
533181 - Benefits Manager	#	0	1							
1 Employee	%	0.00	100.00							
533179 - Sr. Employee Relations Spec	#	0	1							
1 Employee	%	0.00	100.00							
533158 - Title IX Investigator	#	0	1							
1 Employee	%	0.00	100.00							
533165 - Training & Development Spec	#	0	1							
1 Employee	%	0.00	100.00							
<b>4 Employees</b>	<b>Totals</b>	<b>#</b>	<b>0</b>	<b>4</b>						
	<b>%</b>	<b>0.00</b>	<b>100.00</b>							

**424**

**Institutional Research Professional**

**EEO Code: 4**

Job Code & Title		Min	Fem							
532608 - Asst Dir, Assessment	#	0	1							
2 Employees	%	0.00	50.00							
532614 - Institutional Research Technic	#	0	0							
1 Employee	%	0.00	0.00							
532610 - Coord, Admin Unit Assessment	#	0	1							
2 Employees	%	0.00	50.00							

## Job Group Analysis

**424**

**Institutional Research Professional**

**EEO Code: 4**

Job Code & Title			Min	Fem							
5 Employees	Totals	#	0	2							
		%	0.00	40.00							

**430**

**Accounting Professional**

**EEO Code: 4**

Job Code & Title			Min	Fem							
533825 - Manager, Foundation Accounting		#	0	1							
1 Employee		%	0.00	100.00							
533125 - Accountant III		#	0	1							
1 Employee		%	0.00	100.00							
533122 - Accountant II		#	0	1							
1 Employee		%	0.00	100.00							
533177 - Payroll/Accounting Specialist		#	0	1							
1 Employee		%	0.00	100.00							
4 Employees	Totals	#	0	4							
		%	0.00	100.00							

**432**

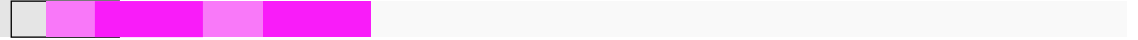
533804 - Sr. Technical Budget Analyst		#	0	0							
1 Employee		%	0.00	0.00							
533107 - Financial Compliance Analyst		#	0	0							
1 Employee		%	0.00	0.00							
533820 - Financial Analyst		#	0	1							
1 Employee		%	0.00	100.00							
533810 - Budget Analyst		#	0	2							
2 Employees		%	0.00	100.00							

5 Employees

Totals

#	0.00	3								
%	0.00	60.00								

#7 Tj00rETBT00 0 rg 0 Tw 8 0 0 8 404.9893 399.6816 Tm/F2 1 Tf0 Tc72..460





533738 - Instructional Tech Specialist	#	0	1							
2 Employees	%	0.00	50.00							
533749 - Digital Multimedia Online Lear	#	0	1							
2 Employees	%	0.00	50.00							
532530 - Assistant Technical Director	#	0	1							
1 Employee	%	0.00	100.00							
<b>5 Employees</b>	<b>Totals</b>	#	0	3						
		%	0.00	60.00						

533207 - Project Manager, Facilities	#	0	0							
1 Employee	%	0.00	0.00							
533212 - Building & Mech Trades Mgr	#	0	0							
1 Employee	%	0.00	0.00							
535213 - Custodial & Events Manager	#	0	0							
1 Employee	%	0.00	0.00							
533211 - Mechanical Trades Manager	#	0	0							
1 Employee	%	0.00	0.00							
533216 - Mgr, Capital & Space Planning	#	0	0							
1 Employee	%	0.00	0.00							
533210 - Building Trades Manager	#	0	0							
1 Employee	%	0.00	0.00							
533202 - Campus Maintenance Manager	#	0	0							
1 Employee	%	0.00	0.00							
535214 - Grounds Manager	#	0	0							
1 Employee	%	0.00	0.00							
	#	0	0							
	%	0.00	0.00							

533560 - Asst Athl Dir for Facilities	#	0	1								
1 Employee	%	0.00	100.00								
	#	0	1								
	%	0.00	100.00								

## Job Group Analysis

533261 - Assistant Store Manager	#	1	0								
	%	100.00	0.00								
<b>2 Employees</b>	<b>Totals</b>	#	2	0							
	%	100.00	0.00								

00460X - IT Professional	#	0	1								
4 Employees	%	0.00	25.00								
530378 - Web Communications Mgr (Univ	#	0	1								
1 Employee	%	0.00	100.00								
533748 - Coord, Enterprise A/V Supt	#	0	0								
1 Employee	%	0.00	0.00								
533786 - Web Content Coordinator	#	0	1								
1 Employee	%	0.00	100.00								
533734 - Coord, Technology Integration	#	0	1								
2 Employees	%	0.00	50.00								
533732 - TSS Coordinator	#	0	1								
1 Employee	%	0.00	100.00								
<b>10 Employees</b>	<b>Totals</b>	#	0	5							
	%	0.00	50.00								

533787 - Dir, Enterprise Applic Develop	#	0	0								
1 Employee	%	0.00	0.00								

<b>1 Employee</b>	<b>Totals</b>	#	0	0							
		%	0.00	0.00							

533718 - Database Administrator	#	0	0								
1 Employee	%	0.00	0.00								
533117 - Functional & Technical Spec	#	0	1								
1 Employee	%	0.00	100.00								
<b>2 Employees</b>	<b>Totals</b>	#	0	1							
		%	0.00	50.00							

533711 - Database Engineer	#	0	0								
1 Employee	%	0.00	0.00								
533728 - Enterprise Info Sys Data Mgr	#	0	1								
1 Employee	%	0.00	100.00								
533760 - Ops Mgr EAVS & Video Comm Coord	#	0	0								
1 Employee	%	0.00	0.00								
533765 - AV System Design Engineer	#	0	0								
1 Employee	%	0.00	0.00								
533730 - eLearning & IT Training Admin	#	0	1								
1 Employee	%	0.00	100.00								
533698 - Instructional Tech Syst Admin	#	0	0								
1 Employee	%	0.00	0.00								
533702 - Technical Support Spec III	#	1	0								
2 Employees	%	50.00	0.00								



533762 - AV System Programming Engineer	#	0	0								
1 Employee	%	0.00	0.00								
	#	1	0								
		100.00	0.00								

# Job Group Analysis

933

EEO Code: 4

		Min		Fem								
1 Employee	Totals	#	0	0								
		%	0.00	0.00								

00925X - Limited Term Office/Clerical	#	0	2								
2 Employees	%	0.00	100.00								
539250 - Limited Term Office/Clerical A	#	0	1								
1 Employee	%	0.00	100.00								
539PBS - Current Term Partial Ben Staff	#	0	0								
1 Employee	%	0.00	0.00								
<b>4 Employees</b>	<b>Totals</b>	#	0	3							
		%	0.00	75.00							

539036 - Student Technician	#	6	4								
19 Employees	%	31.58	21.05								
539010 - Student Assistant I	#	1	1								
3 Employees	%	33.33	33.33								
539016 - Student Assistant	#	127	423								
660 Employees	%	19.24	64.09								
539050 - Resident Assistant	#	13	19								
59 Employees	%	22.03	32.20								
<b>741 Employees</b>	<b>Totals</b>	#	147	447							
		%	19.84	60.32							



78 Employees

Totals

#	13	44									
%	16.67	56.41									

539560 - PT Unlimited Term Tech/Para

12 Employees

#	0	3									
%	0.00	25.00									
#	0	7									
%	0.00	77.78									

1 Employee

Totals

#	0	0									
%	0.00	0.00									

533256 - Campus Bookstore Manager	#	0	1								
1 Employee	%	0.00	100.00								
533911 - Academic Affairs Admin Liaison	#	0	1								
1 Employee	%	0.00	100.00								
533917 - Faculty Records Coordinator	#	0	1								
1 Employee	%	0.00	100.00								
533476 - Facilities Administrative Coord	#	0	1								
1 Employee	%	0.00	100.00								
533286 - Retail Operations Supervisor	#	0	1								
1 Employee	%	0.00	100.00								
532414 - Library Spec III - Copyright	#	0	1								
1 Employee	%	0.00	100.00								
533489 - International Projects Coord	#	0	1								
1 Employee	%	0.00	100.00								
533281 - Postal Services Supervisor	#	0	1								
1 Employee	%	0.00	100.00								
533268 - Retail Category Manager	#	0	1								
1 Employee	%	0.00	100.00								



535960 - Photographer	#	0	1							
1 Employee	%	0.00	100.00							
<b>1 Employee</b>	<b>Totals</b>	<b>#</b>	<b>0</b>	<b>1</b>						
		<b>%</b>	<b>0.00</b>	<b>100.00</b>						

533759 - Assistant System Administrator	#	0	1							
2 Employees	%	0.00	50.00							
533624 - Web Design Specialist	#	0	1							
1 Employee	%	0.00	100.00							
535955 - Media Production Tech Support	#	0	0							
1 Employee	%	0.00	0.00							
533770 - Videoconferencing Technician	#	0	0							
2 Employees	%	0.00	0.00							
533753 - AV Event Svcs Supt Technician	#	0	0							
1 Employee	%	0.00	0.00							
533778 - Web Editor	#	0	1							
1 Employee	%	0.00	100.00							
535930 - Network Technician	#	0	0							
1 Employee	%	0.00	0.00							
535944 - Technical Support Assoc I	#	0	0							
1 Employee	%	0.00	0.00							

534960 - Library Associate	#	0	4								
4 Employees	%	0.00	100.00								
534965 - Library Assistant	#	0	3								
3 Employees	%	0.00	100.00								
<b>7 Employees</b>	<b>Totals</b>	#	0	7							
		%	0.00	100.00							

533437 - Nurse Supervisor	#	1	1								
1 Employee	%	100.00	100.00								
535410 - Licensed Practical Nurse	#	0	2								
2 Employees	%	0.00	100.00								
	<b>Totals</b>	#									
		%									



1 Employee

Totals

#	1	0									
%	100.00	0.00									

533549 - Academic Support Spec HEP

#	1	0									
%	100.00	0.00									

1 Employee

Totals

#	1										
%											

83.5 re f 54231 .M.5 re f Tw 8 0 0 82 40.5 13.5 re f 467.964 354.822 40.5 13.5 re f 427.46.97647 . 40.5 13.5 re

## Job Group Analysis

**710**

**Skilled Craftsperson**

**EEO Code: 6**

Job Code & Title		Min	Fem							
536218 - Mechanic	#	0	0							
1 Employee	%	0.00	0.00							
536214 - Painter	#	0	0							
2 Employees	%	0.00	0.00							
536219 - Sr. Mechanic	#	0	0							
1 Employee	%	0.00	0.00							
536231 - Electrician I	#	0	0							
1 Employee	%	0.00	0.00							
537257 - Printing Associate	#	0	2							
2 Employees	%	0.00	100.00							
<b>33 Employees</b>	<b>Totals #</b>	<b>2</b>	<b>2</b>							
	<b>%</b>	<b>6.06</b>	<b>6.06</b>							

**634**

**Business Operations Paraprofessional/Professional**

**EEO Code: 6**

Job Code & Title		Min	Fem							
533838 - Dept Business Officer	#	0	1							
1 Employee	%	0.00	100.00							
533139 - Purchasing Card Coord	#	0	0							
1 Employee	%	0.00	0.00							
533134 - Buyer	#	0	2							
2 Employees	%	0.00	100.00							
<b>4 Employees</b>	<b>Totals #</b>	<b>0</b>	<b>3</b>							
	<b>%</b>	<b>0.00</b>	<b>75.00</b>							

**635**

**Accounting Paraprofessional/Professional**

**EEO Code: 6**

Job Code & Title		Min	Fem							
533109 - Accountant I	#	0	5							
5 Employees	%	0.00	100.00							



## Job Group Analysis

**647**

**HR/EEO/OD Paraprofessional/Professional**

**EEO Code: 6**

Job Code & Title			Min	Fem						
4 Employees	Totals	#	1	4						
		%	25.00	100.00						

**655**

**Facility Operations Paraprofessional/Professional**

**EEO Code: 6**

Job Code & Title			Min	Fem						
533273 - Card Office Manager		#	0	1						
1 Employee		%	0.00	100.00						
537312 - Transportation Supervisor		#	0	1						
1 Employee		%	0.00	100.00						
2 Employees	Totals	#	0	2						
		%	0.00	100.00						

**656**

**Retail Operations Paraprofessional/Professional**

**EEO Code: 6**

Job Code & Title			Min	Fem						
00656X - Retail Operations Para/Pro		#	0	1						
1 Employee		%	0.00	100.00						
1 Employee	Totals	#	0	1						
		%	0.00	100.00						

**657**

**Student Services Paraprofessional/Professional**

**EEO Code: 6**

Job Code & Title			Min	Fem						
538111 - Assoc Dir, Cadet Recruiting		#	1	1						
1 Employee		%	100.00	100.00						
532105 - Assistant Registrar		#	1	3						
3 Employees		%	33.33	100.00						
532205 - Assistant Dir, Admissions		#	0	1						
2 Employees		%	0.00	50.00						

532734 - Coord, Supplemental Instruct	#	0	1								
1 Employee	%	0.00	100.00								
533127 - Financial Aid Accountant	#	0	1								
1 Employee	%	0.00	100.00								
	#	0	1								
		0.00	100.00								

533454 - Coord, Res Leadershp Prog	#	0	0								
1 Employee	%	0.00	0.00								
<b>40 Employees</b>	<b>Totals</b>	<b>#</b>	<b>4</b>	<b>28</b>							
		<b>%</b>	<b>10.00</b>	<b>70.00</b>							

533461 - Technical Support Spec III	#	0	0								
	%	0.00	0.00								
	#	0	0								
	%	0.00	0.00								
533462 - Technical Support Spec II	#	0	0								
1 Employee	%	0.00	0.00								
533459 - Help Desk Coord	#	0	1								
3 Employees	%	0.00	33.33								
533463 - Technical Support Spec I	#	1	2								
4 Employees	%	25.00	50.00								
533471 - Help Desk Specialist II	#	0	1								
1 Employee	%	0.00	100.00								
533465 - Help Desk Specialist I	#	0	0								
2 Employees	%	0.00	0.00								

## Job Group Analysis

**667**

**IT Security Support Paraprofessional/Professional**

**EEO Code: 6**

Job Code & Title			Min	Fem							
1 Employee	Totals	#	0	1							
		%	0.00	100.00							

**605**

**Research Assistant**

**EEO Code: 6**

Job Code & Title			Min	Fem							
00605X - Research Assistant		#	0	1							
1 Employee		%	0.00	100.00							
1 Employee	Totals	#	0	1							
		%	0.00	100.00							

**612**

**Medical Technical/Paraprofessional**

**EEO Code: 6**

Job Code & Title			Min	Fem							
533492 - Simulation Technologist		#	0	0							
1 Employee		%	0.00	0.00							
1 Employee	Totals	#	0	0							
		%	0.00	0.00							

**601**

**Athletics Technical/Paraprofessional**

**EEO Code: 6**

Job Code & Title			Min	Fem							
533522 - Grounds Superv, Athletic Compl		#	0	0							
1 Employee		%	0.00	0.00							
1 Employee	Totals	#	0	0							
		%	0.00	0.00							

## Job Group Analysis

**937**

### Temporary Skilled Crafts / Trades

**EEO Code: 6**

Job Code & Title		Min	Fem							
539570 - PT Unlimited Term Skilled Crft	#	1	0							
1 Employee	%	100.00	0.00							
00937X - Temporary Skilled Crafts	#	0	0							
1 Employee	%	0.00	0.00							
<b>2 Employees</b>	<b>Totals</b>	<b>#</b>	<b>1</b>	<b>0</b>						
		<b>%</b>	<b>50.00</b>	<b>0.00</b>						

**938**

### Temporary Service / Maintenance

**EEO Code: 6**

Job Code & Title		Min	Fem							
539580 - Part-Time Unlimited Term SvcMt	#	0	0							
2 Employees	%	0.00	0.00							
539380 - Temporary Service/Maintenance	#	1	0							
4 Employees	%	25.00	0.00							
00938X - Temporary Service/Maintenance	#	0	1							
1 Employee	%	0.00	100.00							
<b>7 Employees</b>	<b>Totals</b>	<b>#</b>	<b>1</b>	<b>1</b>						
		<b>%</b>	<b>14.29</b>	<b>14.29</b>						

**947**

### Occasional Skilled Crafts / Trades

**EEO Code: 6**

Job Code & Title		Min	Fem							
539470 - Occasional Skilled Crafts	#	0	0							
2 Employees	%	0.00	0.00							
<b>2 Employees</b>	<b>Totals</b>	<b>#</b>	<b>0</b>	<b>0</b>						
		<b>%</b>	<b>0.00</b>	<b>0.00</b>						

**700**

### Skilled Craft First Line Supervisor

**EEO Code: 7**

Job Code & Title		Min	Fem							





537245 - Moving/Setup Supervisor	#	0	0								
1 Employee	%	0.00	0.00								
537211 - Grounds Project Supervisor	#	0	0								
1 Employee	%	0.00	0.00								
533427 - Recreation Ctr Facil Assoc	#	0	0								
1 Employee	%	0.00	0.00								

537246 - Moving/Setup Worker	#	0	0								
3 Employees	%	0.00	0.00								
537232 - Custodian	#	7	38								
62 Employees	%	11.29	61.29								
537234 - Custodian II	#	0	2								
6 Employees	%	0.00	33.33								

**Within Plan - Different Work Location**

<b>125</b>		<b>Dean AD</b>			
<b>Job Code &amp; Title</b>	<b>Work Location</b>	<b>Total Emps</b>	<b>Race</b>	<b>Gender</b>	
532048 - Exec Director, UC/GA400	UC4	1	WHITE	Male	
<b>Total for 125 - Dean AD 1</b>					

<b>193</b>		<b>Director, Division/Department AD</b>			
<b>Job Code &amp; Title</b>	<b>Work Location</b>	<b>Total Emps</b>	<b>Race</b>	<b>Gender</b>	
532063 - Director, Blue Ridge	BRC	1	WHITE	Female	
532219 - Dir. MBA Prog	UC4	1	WHITE	Male	
<b>Total for 193 - Director, Division/Department AD 2</b>					

<b>201</b>		<b>Associate Professor</b>			
<b>Job Code &amp; Title</b>	<b>Work Location</b>	<b>Total Emps</b>	<b>Race</b>	<b>Gender</b>	
00201X - Associate Professor	UC4	2	WHITE	Female	
<b>Total for 201 - Associate Professor 2</b>					

<b>202</b>		<b>Assistant Professor</b>			
<b>Job Code &amp; Title</b>	<b>Work Location</b>	<b>Total Emps</b>	<b>Race</b>	<b>Gender</b>	
00202X - Assistant Professor	BRC	3	WHITE	Male	
<b>Total for 202 - Assistant Professor 3</b>					

<b>204</b>		<b>Lecturer</b>			
<b>Job Code &amp; Title</b>	<b>Work Location</b>	<b>Total Emps</b>	<b>Race</b>	<b>Gender</b>	
00204U - Senior Lecturer	BRC	1	WHITE	Female	
00204X - Lecturer	UC4	2	WHITE	Male	
00204X - Lecturer	UC4	3	WHITE	Female	
<b>Total for 204 - Lecturer 6</b>					

<b>210</b>	
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**922****Limited Term Faculty**

Job Code & Title	Work Location	Total Emps	Race	Gender
00922X - Limited Term Faculty	BRC	1	WHITE	Female
00922X - Limited Term Faculty	UC4	1	WHITE	Male
00922X - Limited Term Faculty	UC4	2	WHITE	Female
539PBF - Current Term Partial-Ben Fac	UC4	2	WHITE	Female
539PBF - Current Term Partial-Ben Fac	OTH	2	WHITE	Male

**Total for 922 - Limited Term Faculty 8**

**932****Temporary Faculty**

Job Code & Title	Work Location	Total Emps	Race	Gender
00932R - Part Time Temporary Faculty	OTH	1	BLACK	Female
00932R - Part Time Temporary Faculty	530VA	1	MULTI	Male
00932R - Part Time Temporary Faculty	OTH	2	WHITE	Female
00932R - Part Time Temporary Faculty	OTH	2	WHITE	Male
539320 - Temporary Faculty	OTH	1	AMIND	Female
539320 - Temporary Faculty	BRC	1	WHITE	Male
539320 - Temporary Faculty	UC4	1	WHITE	Male
539320 - Temporary Faculty	UC4	6	WHITE	Female
539320 - Temporary Faculty	OTH	6	WHITE	Male
539320 - Temporary Faculty	OTH	16	WHITE	Female

**Total for 932 - Temporary Faculty 37**

**934****Temporary Professional**

Job Code & Title	Work Location	Total Emps	Race	Gender
539340 - Temporary Professional		1	HISPA	

## Annotated Employee List

Total for 312 - Assoc/Asst Director, Subdivision/Unit AD 2

**325**

### Executive Assistant/Administrative Specialist / Co

Job Code & Title	Work Location	Total Emps	Race	Gender
532760 - Coord Community Outreach	BRC	1	WHITE	Female

Total for 325 - Executive Assistant/Administrative Specialist / Co 1

**400**

### Academic Services Professional

Job Code & Title	Work Location	Total Emps	Race	Gender
533948 - Academic Advising Coordinator	UC4	1	BLACK	Female
532311 - Sr. Financial Aid Counselor	UC4	1	WHITE	Female

Total for 400 - Academic Services Professional 2

**510**

### Office / Clerical Assistant

Job Code & Title	Work Location	Total Emps	Race	Gender
534950 - Office Administrator	BRC	1	WHITE	Female
534950 - Office Administrator	UC4	3	WHITE	Female
534955 - Staff Assistant	UC4	1	WHITE	Female
534957 - Front Desk Assistant	UC4	1	WHITE	Female

Total for 510 - Office / Clerical Assistant 6

**410**

### Student Services Professional

Job Code & Title	Work Location	Total Emps	Race	Gender
533925 - Academic Advisor	UC4	1	MULTI	Female
533925 - Academic Advisor	BRC	1	WHITE	Female
533925 - Academic Advisor	UC4	1	WHITE	Female
532725 - Coord Student Disability Svcs	UC4	1	WHITE	Female

Total for 410 - Student Services Professional 4

**411**

### Counseling Professional AD

Job Code & Title	Work Location	Total Emps	Race	Gender
533417 - Asst Dir, Student Counseling	UC4	1	BLACK	Female

Total for 411 - Counseling Professional AD 1

**463**

### IT Client Support Professional

Job Code & Title	Work Location	Total Emps	Race	Gender
533702 - Technical Support Spec III	OTH	1	WHITE	Male

Total for 463 - IT Client Support Professional 1

**933**

**Temporary Administrator**

Job Code & Title	Work Location	Total Emps	Race	Gender
00933Z - Temporary Administrator Retire	BRC	1	WHITE	Male

Total for 933 - Temporary Administrator 1

**900**

**Student Assistant**

Job Code & Title	
------------------	--

## Annotated Employee List

Job Code & Title	Work Location	Total Emps	Race	Gender
533113 - Program Accounting Specialist	UC4	1	WHITE	Female

Total for 515 - Administrative Support Manager/Supervisor 1

**663**

### IT Client Support Paraprofessional/Professional

Job Code & Title	Work Location	Total Emps	Race	Gender
533467 - TSS Coordinator	UC4	1	WHITE	Male
533459 - Help Desk Coord	UC4	1	WHITE	Female

Total for 663 - IT Client Support Paraprofessional/Professional 2

**937**

### Temporary Skilled Crafts / Trades

Job Code & Title	Work Location	Total Emps	Race	Gender
00937X - Temporary Skilled Crafts	UC4	1	WHITE	Male

Total for 937 - Temporary Skilled Crafts / Trades 1

**947**

### Occasional Skilled Crafts / Trades

Job Code & Title	Work Location	Total Emps	Race	Gender
539470 - Occasional Skilled Crafts	UC4	1	WHITE	Male

Total for 947 - Occasional Skilled Crafts / Trades 1

**810**

### Service / Maintenance Worker

Job Code & Title	Work Location	Total Emps	Race	Gender
537232 - Custodian	UC4	1	WHITE	Male
537232 - Custodian	UC4	2	WHITE	Female

Total for 810 - Service / Maintenance Worker 3

Overall Total 109



## Availability Analysis

### 41 C.F.R. 60-2.14

The availability analysis is a part of the Incumbency vs. Estimated Availability Analysis - the final diagnostic component of this AAP. The purpose of the availability analysis

Factor 2: *Feeder Job Computations*- There are no feeder positions for job group 140 - Vice President.

**Factor 1: *United States PHD***- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 140 - Vice President. This pool was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for job group 140 - Vice President.

Factor 2: *Feeder Job Computations*- There are no feeder positions for job group 140 - Vice President.

**Factor 1: *United States***- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 140 - Vice President. This pool was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- This pool of feeder positions for job group 140 - Vice President was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- This pool of feeder positions for job group 140 - Vice President was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as to have the effect of excluding minorities or women.

**Factor 1: *United States***- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 145 - Assoc/Asst Vice President. This pool was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 1: *United States*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 145 - Assoc/Asst Vice President. This pool was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

**%, \$ ! 7 \ ] Y Z @ Y [ U ` 5 Z Z U ] f g C Z ] W Y f**

Factor 1: *United States*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 180 - Chief Legal Affairs Officer. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

**%, & ! 7 \ ] Y Z @ ] V f U f ] U b**

Factor 1: *United States*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 182 - Chief Librarian. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

**% - \$ ! 8 ] f Y W h c f z 7 c ` ` Y [ Y # 8 ] j ] g ] c b # G W \ c c ` 5 7**

Factor 1: *United States*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 190 - Director, College/Division/School AC. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

**% - ' ! 8 ] f Y W h c f z 8 ] j ] g ] c b # 8 Y d U f h a Y b h 5 8**

Factor 1: *United States*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 193 - Director, Division/Department AD. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations 308, 310*- This pool of feeder positions for job group 193 - Director, Division/Department AD was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

**% - \* ! 8 Y d U f h a Y b h 7 \ U ] f # < Y U X 5 7**

Factor 1: *United States PHD*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 196 - Department Chair/Head AC. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations 308*- This pool of feeder positions for job group 196 - Department Chair/Head AC was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

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Factor 1: *United States PHD*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 200 - Professor. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations 201*- This pool of feeder positions for job group 200 - Professor was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current

practices and was defined in such a way as not to have the effect of excluding minorities or women.

**&\$% ! 5ggcWjUhY DfcZYggcf**

Factor 1: *United States PHD*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 201 - Associate Professor. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations 202*- This pool of feeder positions for job group 201 - Associate Professor was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

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Factor 1: *United States PHD*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 202 - Assistant Professor. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations 202*- This pool of feeder positions for job group 202 - Assistant Professor was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

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Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Townsend+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually

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Factor 10 Dawson+Lumpkin+Usite, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%;  
Factor 11 Rabun+Towns+Union, GA 10%; Forsyth, GA 10%- This is the geographical area from  
which the University usually seeks or reasonably would seek workers to fill positions in job  
group 482 - Nursing Professional. This area was chosen based on current practices and was  
drawn in such a way as not to have the effect of excluding minorities or women.  
Factor 2 Rabun+Town+Com2 KÉ Union,



which the University usually seeks or reasonably would seek workers to fill positions in job group 433 - Materials Management Professional. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

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Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 440 - External Affairs Professional. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

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Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 442 - Communications Professional. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

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Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 443 - Development/Fundraising Professional. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group. onal. as

#~ I HU (( 7c ! 9 IhYfbU' 5ZUJfg DfcZYgg]cbU'

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 444 - Marketing / Public Relations Professional. This area was drawn in such a way as not to have the effect of excluding minorities or women.



and was drawn in such a way as not to have the effect

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

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Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 462 - IT Database Support Professional. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

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Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 463 - IT Client Support Professional. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations 936*- This pool of feeder positions for job group 463 - IT Client Support Professional was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

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Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 464 - IT Network Support Professional. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

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Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 933 - Temporary Administrator. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women. /

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

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Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth,*



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Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

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women.

Factor 2: *Feeder Job Computations 810*- This pool of feeder positions for job group 805 - Service / Maintenance Foreman/Lead was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable

# University of North Georgia

March 1, 2018 Annual Affirmative Action Plan

All Data

## 102 - President

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	13.42	20.72								United States PHD
		Weighted Factor	13.42	20.72								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								



**118 - Chief Student Affairs Officer**

Factor	Weight %	Min	Fem									Source of Statistics
		Raw Statistics										
		Weighted Factor										

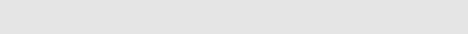
# Availability Factor Computation Form

## 120 - Dean AC

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	22.71	60.25								United States PHD
		Weighted Factor	22.71	60.25								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
<b>Availability</b>			22.71	60.25								



125 - Dean AD





## 145 - Assoc/Asst Vice President

Factor	Weight %	Min	Fem								Source of Statistics	
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	22.35									
		Weighted Factor	22.35									

# Availability Factor Computation Form

## 150 - Vice Provost

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	24.01	53.80								United States
		Weighted Factor	24.01	53.80								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
<b>Availability</b>			24.01	53.80								

# Availability Factor Computation Form

## 155 - Assoc/Asst Provost

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	24.01	53.80								United States
		Weighted Factor	24.01	53.80								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
<b>Availability</b>			24.01	53.80								

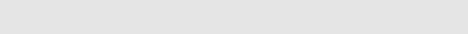
# 162 - Chief Athletics Administrator

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with												

## 176 - Chief Information (IT) Officer

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	23.41	29.92									United States
		<b>Raw Statistics</b>	23.41	29.92								
		<b>Weighted Factor</b>	23.41	29.92								
		<b>Raw Statistics</b>										
		<b>Weighted Factor</b>										

**180 - Chief Legal Affairs Officer**







## 190 - Director, College/Division/School AC

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	25.09	63.77								United States
		Weighted Factor	25.09									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								
		Weighted Factor	0.00	0.00								



### 193 - Director, Division/Department AD

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	66.70	Raw Statistics	22.60	45.39								United States
		Weighted Factor	15.07	30.28								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	33.30	Raw Statistics	28.57	42.86								Feeder Job Computations
		Weighted Factor	9.51	14.27								
		Availability	24.58	44.55								



## 200 - Professor

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	95.00	Raw Statistics	24.49	47.16								United States PHD
		Weighted Factor	23.27	44.80								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	5.00	Raw Statistics	23.53	44.54								Feeder Job ComputationsRaw Statis
			11.18	2.23								



# Availability Factor Computation Form

## 202 - Assistant Professor

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	93.30	Raw Statistics	24.47	47.08									United States PHD
		Weighted Factor	22.83	43.93									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	6.70	Raw Statistics	14.85	60.70									Feeder Job Computations
		Weighted Factor	0.99	4.07									
		Availability	23.82	48.00									

# Availability Factor Computation Form

## 203 - Instructor

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	1.60	57.43								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	1.60	57.43								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
<b>Availability</b>			1.60	57.43								



**204 - Lecturer**

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	77.30	<b>Raw Statistics</b>	3.29	52.85								
		<b>Weighted Factor</b>	2.54									





# Availability Factor Computation Form

## 922 - Limited Term Faculty

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	3.29	52.85								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	3.29	52.85								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
<b>Availability</b>			3.29	52.85								

# Availability Factor Computation Form

## 932 - Temporary Faculty

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	3.29	52.85								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	3.29	52.85								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
<b>Availability</b>			3.29	52.85								

**944 - Occasional Professional**

Factor

Min Fem

Source of Statistics

# Availability Factor Computation Form

## 934 - Temporary Professional

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	3.29	52.85								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	3.29	52.85								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
<b>Availability</b>			3.29	52.85								





### 302 - Assoc/Asst Director, College/School AC

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	0.00	20.00									Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		<b>Raw Statistics</b>	0.00	20.00								
		<b>Weighted Factor</b>	0.00	20.00								

**Raw Statistics**



### 306 - Assoc/Asst Dean AD

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.												

**308 - Assoc/Asst Dept Chair/Director/Head AC**

Factor Weight %

Min	Fem								
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Source of Statistics

# Availability Factor Computation Form

## 310 - Assoc/Asst Director, Division/Department AD

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	29.57	61.20								United States
		Weighted Factor	29.57	61.20								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
<b>Availability</b>			29.57	61.20								

# Availability Factor Computation Form

## 312 - Assoc/Asst Director, Subdivision/Unit AD

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	50.00	Raw Statistics	30.86	63.29									United States
		Weighted Factor	15.43	31.64									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	50.00	Raw Statistics	20.00	80.00									Feeder Job Computations
		Weighted Factor	10.00	40.00									
		<b>Availability</b>	25.43	71.65									

### 315 - Manager

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	66.70	7.70										

# Availability Factor Computation Form

## 316 - Assoc/Asst Manager

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	12.35	36.12								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	12.35	36.12								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
<b>Availability</b>			12.35	36.12								



### 320 - Deputy/Associate Administrator

Factor Weight %

1: Percentage of minorities or women with requisite skills in the reasonable recrTw 8 0 0 8 5.y46 526.s

Min									
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Source of Statistics

Raw Statistics  
Weighted Factor

# Availability Factor Computation Form

## 325 - Executive Assistant/Administrative Specialist / Co

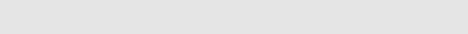
Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	46.70	Raw Statistics	3.26	33.01								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	1.52	15.42								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	53.30	Raw Statistics	9.68	78.49								Feeder Job Computations
		Weighted Factor	5.16	41.84								
		Availability	6.68	57.26								







**600 - Paralegal**



# Availability Factor Computation Form

## 510 - Office / Clerical Assistant

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	74.10	Raw Statistics	11.04	55.14								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	8.18	40.86								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	25.90	Raw Statistics	19.23	63.46								Feeder Job Computations
		Weighted Factor	4.98	16.44								
<b>Availability</b>			13.16	57.30								

# Availability Factor Computation Form

## 470 - Research Professional AD

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	6.67	12.86								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	6.67	12.86								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
<b>Availability</b>		<b>6.67</b>	<b>12.86</b>									



# Availability Factor Computation Form

## 472 - Laboratory Professional AD

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	0.00	Raw Statistics	7.01	21.36								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	0.00	0.00								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	100.00	Raw Statistics	0.00	77.78								Feeder Job Computations
		Weighted Factor	0.00	77.78								
<b>Availability</b>		<b>0.00</b>	<b>77.78</b>									

# Availability Factor Computation Form

## 482 - Nursing Professional

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	8.65	91.74								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	8.65	91.74								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
<b>Availability</b>			8.65	91.74								

# Availability Factor Computation Form

## 495 - Police/Security Professional

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	6.67	6.67								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	6.67	6.67								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
<b>Availability</b>			6.67	6.67								

# Availability Factor Computation Form

## 401 - Library Professional AD

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	11.59	87.17								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	11.59	87.17								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
<b>Availability</b>			11.59	87.17								



# Availability Factor Computation Form

## 410 - Student Services Professional

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	73.30	Raw Statistics	7.04	63.39								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	5.16	46.46								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	26.70	Raw Statistics	21.21	75.76								Feeder Job Computations
		Weighted Factor	5.66	20.23								
<b>Availability</b>		<b>10.82</b>	<b>66.69</b>									

# Availability Factor Computation Form

## 411 - Counseling Professional AD

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	8.14	84.76								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	8.14	84.76								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
<b>Availability</b>			8.14	84.76								





### 413 - Coach

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	22.05	34.79									United States
		<b>Raw Statistics</b>	22.05	34.79								
		<b>Weighted Factor</b>	22.05	34.79								
		<b>Raw Statistics</b>										
		<b>Weighted Factor</b>										

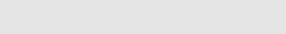


# 424 - Institutional Research Professional

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with												

**430 - Accounting Professional**

Factor



**432 - Finance / Budget Professional**

Factor	Weight %		Fem									Source of Statistics
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# 440 - External Affairs Professional

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. Factor												

Raw Statistics

# 442 - Communications Professional

Factor	Weight %	Min	Fem									Source of Statistics	
1: Percentage of minorities or women with													

Raw Statistics  
Weighted Factor



### 443 - Development/Fundraising Professional

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	0.00	20.00								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	0.00	20.00								
2: Percentage of minorities or women among those promotable, transferable, and trainable		Raw Statistics										
		Weighted Factor										



# Availability Factor Computation Form

## 445 - Grants & Contracts Professional

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	10.00	20.00								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	10.00	20.00								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
<b>Availability</b>			10.00	20.00								

### 446 - Technical Design Professional

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	<b>Raw Statistics</b>	41.01	31.88								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; H4 rg 0 Tw 8 0 8 0 0 8 o0 TrET
		<b>Weighted Factor</b>	41.01	31.88								

# Availability Factor Computation Form

## 450 - Facilities Management Professional

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	2.90	30.80								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	2.90	30.80								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
<b>Availability</b>			2.90	30.80								



# Availability Factor Computation Form

## 455 - Facility Operations Professional

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	2.90	30.80								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	2.90	30.80								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
<b>Availability</b>			2.90	30.80								

# 456 - Retail Operations Professional

Factor	Weight %	Min	Fem									Source of Statistics
		Raw Statistics										
		Weighted Factor										



**460 - IT (Information Technology) Professional**

Factor

Source of Statistics



## 462 - IT Database Support Professional

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	10.27	9.42								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	10.27	9.42								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								

# Availability Factor Computation Form

## 463 - IT Client Support Professional

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	0.00	Raw Statistics	11.31	9.66								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	0.00	0.00								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	100.00	Raw Statistics	0.00	77.78								Feeder Job Computations
		Weighted Factor	0.00	77.78								
<b>Availability</b>		<b>0.00</b>	<b>77.78</b>									

## 464 - IT Network Support Professional

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	21.07	17.25								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	21.07	17.25								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								
		Weighted Factor	0.00	0.00								

# Availability Factor Computation Form

## 933 - Temporary Administrator

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	13.46	49.01								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	13.46	49.01								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
<b>Availability</b>			13.46	49.01								

# 925 - Limited Term Office / Clerical

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable re4a 0 8 59.n ttt ttt t t re f	BT p469.69p8.n t1 Tf9um/F1.p8 l52or											

Raw Statistics  
Weighted Factor

# Availability Factor Computation Form

## 900 - Student Assistant

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	95.00	Raw Statistics	2.14	77.14								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	2.03	73.28								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	5.00	Raw Statistics	0.00	100.00								Feeder Job Computations
		Weighted Factor	0.00	5.00								
<b>Availability</b>		<b>2.03</b>	<b>78.28</b>									





# Availability Factor Computation Form

## 909 - Graduate Assistant (Hourly)

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	13.46	49.01								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	13.46	49.01								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
<b>Availability</b>			13.46	49.01								

935 - Temporary Office / Clerical

Factor

Weight %

Min

Fem

Source of Statistics

█





# Availability Factor Computation Form

## 505 - Office / Clerical Lead

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	0.27	76.17								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	0.27	76.17								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
<b>Availability</b>			0.27	76.17								

# Availability Factor Computation Form

## 515 - Administrative Support Manager/Supervisor

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	9.38	61.63								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	9.38	61.63								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
<b>Availability</b>		<b>9.38</b>	<b>61.63</b>									

## 602 - Audiovisual Technical/Paraprofessional

Factor	Weight %	Min	Fem										Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	0.00	Raw Statistics	25.87	64.25									Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	0.00	0.00									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	100.00	Raw Statistics	16.67	70.83									Feeder Job Computations
		Weighted Factor	16.67	70.83	1034	720	2664.56	W n5874.5	242918	76974.5	242918	I S 274.5	



# Availability Factor Computation Form

## 603 - IT Technical/Paraprofessional

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	0.00	Raw Statistics	12.56	12.78								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	0.00	0.00								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	100.00	Raw Statistics	0.00	25.00								Feeder Job Computations
		Weighted Factor	0.00	25.00								
<b>Availability</b>			0.00	25.00								



# Availability Factor Computation Form

## 613 - Nursing Technical/Paraprofessional

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	3.39	82.84								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	3.39	82.84								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
<b>Availability</b>			3.39	82.84								

**618 - Safety / Risk Mgmt Technical /Paraprofessional**

Factor	Weight %	Min	Fem									Source of Statistics																										
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	3.82	45.22									Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%																										
		3.82	45.22																																			
2: Percentage of minorities or women among those promotable, transferable, and trainable		<table border="1"> <tr> <td data-bbox="726 415 905 443">Raw Statistics</td> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> <tr> <td data-bbox="726 443 905 483">Weighted Factor</td> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> </table>											Raw Statistics													Weighted Factor												
Raw Statistics																																						
Weighted Factor																																						

# 620 - Social / Human Service Paraprofessional

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with												







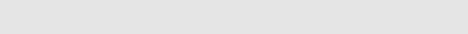


# Availability Factor Computation Form

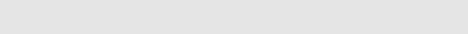
## 635 - Accounting Paraprofessional/Professional

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	4.69	52.94								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	4.69	52.94								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
<b>Availability</b>			4.69	52.94								

**643 - Development/Fundraising Paraprofessional/Professio**



**644 - Marketing / Public Relations Paraprofessional/Prof**





# Availability Factor Computation Form

## 655 - Facility Operations Paraprofessional/Professional

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	4.53	68.42								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	4.53	68.42								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
<b>Availability</b>			4.53	68.42								

# Availability Factor Computation Form

## 656 - Retail Operations Paraprofessional/Professional

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	7.19	59.32								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	7.19	59.32								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
<b>Availability</b>			7.19	59.32								

### 657 - Student Services Paraprofessional/Professional

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	4.59	44.05								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	4.59	44.05								

Raw Statistics  
Weighted Factor

# Availability Factor Computation Form

## 663 - IT Client Support Paraprofessional/Professional

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	11.23	5.84									Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	11.23	5.84									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00									Feeder Job Computations
		Weighted Factor	0.00	0.00									
		Availability	11.23	5.84									



# Availability Factor Computation Form

## 667 - IT Security Support Paraprofessional/Professional

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	0.00	10.00								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	0.00	10.00								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
<b>Availability</b>			0.00	10.00								

# Availability Factor Computation Form

## 605 - Research Assistant

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	13.46	49.01								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	13.46	49.01								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
<b>Availability</b>			13.46	49.01								

**612 - Medical Technical/Paraprofessional**

Factor	Weight %	Min	Fem									Source of Statistics
Raw Statistics												

# Availability Factor Computation Form

## 601 - Athletics Technical/Paraprofessional

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	11.55	2.08								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	11.55	2.08								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
		Availability	11.55	2.08								

### 937 - Temporary Skilled Crafts / Trades

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	17.18	1.33								Dawson+Lumpkin+White, GA
		Weighted Factor	17.18	1.33								60%; Gilmer+Murray.5 481.68 31.5 1

# Availability Factor Computation Form

## 938 - Temporary Service / Maintenance

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	17.18	1.33								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	17.18	1.33								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
<b>Availability</b>			17.18	1.33								

# Availability Factor Computation Form

## 947 - Occasional Skilled Crafts / Trades

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	17.18	1.33								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	17.18	1.33								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
<b>Availability</b>			17.18	1.33								

### 700 - Skilled Craft First Line Supervisor

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	5.71	19.25								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	5.71	19.25								



# 800 - Service / Maintenance Supervisor

Factor	Weight %
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Min	Fem
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Source of Statistics
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**805 - Service / Maintenance Foreman/Lead**

Factor	Weight %
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Min	Fem							
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Source of Statistics
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# Availability Factor Computation Form

## 810 - Service / Maintenance Worker

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	70.00	Raw Statistics	24.65	33.71								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	17.26	23.60								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	30.00	Raw Statistics	23.33	46.67								Feeder Job Computations
		Weighted Factor	7.00	14.00								
<b>Availability</b>			24.26	37.60								

# Availability Factor Computation Form

## 815 - Police / Security Lead

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	50.00	Raw Statistics	0.47	3.30								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	0.24	1.65								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	50.00	Raw Statistics	19.05	9.52								Feeder Job Computations
		Weighted Factor	9.52	4.76								
<b>Availability</b>		<b>9.77</b>	<b>6.41</b>									

# Availability Factor Computation Form

## 820 - Police Officer

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	83.30	Raw Statistics	18.10	29.55								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	15.08	24.62								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	16.70	Raw Statistics	9.09	45.45								Feeder Job Computations
		Weighted Factor	1.52	7.59								
		Availability	16.60	32.21								



# University of North Georgia

March 1, 2018 Annual Affirmative Action Plan

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922

Total Emp  
**85**

	Min	Fem
Employment %	22.35	51.76
Availability %	3.29	52.85
Statistical Value		0.200

308		Assoc/Asst Dept Chair/Director/Head AC	
Total Emp <b>12</b>		<b>Min</b>	<b>Fem</b>
	Employment %	8.33	41.67
	Availability %	28.27	54.68
	Statistical Value	0.199E	0.398E

310		Assoc/Asst Director, Division/Department AD	
Total Emp <b>37</b>		<b>Min</b>	<b>Fem</b>
	Employment %	13.51	72.97
	Availability %	29.57	61.20
	Statistical Value	2.140	

## Incumbency vs. Estimated Availability

465		IT Systems Support Professional	
Total Emp <b>21</b>	Employment %	Min	Fem
	Availability %	4.76	14.29
	Statistical Value	8.78	11.05
		1.000E	
466		IT Security Support Professional	
Total Emp <b>7</b>	Employment %	Min	Fem
	Availability %	0.00	28.57
	Statistical Value	0.67	26.93
		1.000E	
600		Paralegal	
Total Emp <b>1</b>	Employment %	Min	Fem
	Availability %	0.00	100.00
	Statistical Value	1.96	99.03
		1.000E	
510		Office / Clerical Assistant	
Total Emp <b>133</b>	Employment %	Min	Fem
	Availability %	9.77	92.48
	Statistical Value	13.16	57.30
		1.155	
470		Research Professional AD	
Total Emp <b>1</b>	Employment %	Min	Fem
	Availability %	0.00	100.00
	Statistical Value	6.67	12.86
		1.000E	
472		Laboratory Professional AD	
Total Emp <b>5</b>	Employment %	Min	Fem
	Availability %	20.00	60.00
	Statistical Value	0.00	77.78
			0.309E
482		Nursing Professional	
Total Emp <b>3</b>	Employment %	Min	Fem
	Availability %	33.33	100.00
	Statistical Value	8.65	91.74
495		Police/Security Professional	
Total Emp <b>3</b>	Employment %	Min	Fem
	Availability %	33.33	33.33
	Statistical Value	6.67	6.67

Yellow shading indicates placement goals, red shading indicates areas that require more focus.

In the Statistical Value section, standard deviations of 2.00 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.

<b>401</b>		<b>Library Professional AD</b>		
Total Emp <b>4</b>		<b>Min</b>	<b>Fem</b>	
	Employment %	0.00	75.00	
	Availability %	11.59	87.17	
	Statistical Value	1.000E	0.423E	
<b>403</b>		<b>Continuing Education Professional</b>		
Total Emp <b>2</b>		<b>Min</b>	<b>Fem</b>	
	Employment %	0.00	100.00	
	Availability %	4.13	67.43	
	Statistical Value	1.000E		
<b>410</b>		<b>Student Services Professional</b>		
Total Emp <b>71</b>		<b>Min</b>	<b>Fem</b>	
	Employment %	29.58	70.42	
	Availability %	10.82	66.69	
	Statistical Value			
<b>411</b>		<b>Counseling Professional AD</b>		
Total Emp <b>13</b>		<b>Min</b>	<b>Fem</b>	
	Employment %	23.08	92.31	
	Availability %	8.14	84.76	
	Statistical Value			
<b>412</b>		<b>Athletics Professional</b>		
Total Emp <b>8</b>		<b>Min</b>	<b>Fem</b>	
	Employment %	12.50	62.50	
	Availability %	23.23	38.25	
	Statistical Value	0.691E		
<b>413</b>		<b>Coach</b>		
Total Emp <b>8</b>		<b>Min</b>	<b>Fem</b>	
	Employment %	12.50	37.50	
	Availability %	22.05	34.79	
	Statistical Value	1.000E		
<b>422</b>		<b>HR/EEO/OD Professional</b>		
Total Emp <b>4</b>		<b>Min</b>	<b>Fem</b>	
	Employment %	0.00	100.00	
	Availability %	2.62	66.26	
	Statistical Value	1.000E		
<b>424</b>		<b>Institutional Research Professional</b>		
Total Emp <b>5</b>		<b>Min</b>	<b>Fem</b>	
	Employment %	0.00	40.00	
	Availability %	3.65	27.21	
	Statistical Value	1.000E		

430		Accounting Professional	
Total Emp <b>4</b>	Employment %	Min	Fem
	Availability %	0.00	100.00
	Statistical Value	26.19	67.27
		0.579E	

432		Finance / Budget Professional	
Total Emp <b>5</b>	Employment %	Min	Fem
	Availability %	0.00	60.00
	Statistical Value	0.55	3.00
		1.000E	

433		Materials Management Professional	
Total Emp <b>2</b>	Employment %	Min	Fem
	Availability %	0.00	50.00
	Statistical Value	3.96	42.49
		1.000E	

440		External Affairs Professional	
Total Emp <b>1</b>	Employment %	Min	Fem
	Availability %	0.00	0.00
	Statistical Value	0.62	51.09
		1.000E	0.489E

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446		Technical Design Professional	
Total Emp <b>5</b>	Employment %	Min	Fem
	Availability %	0.00	60.00
	Statistical Value	41.01	31.88
		0.083E	

450		Facilities Management Professional	
Total Emp <b>11</b>	Employment %	Min	Fem
	Availability %	0.00	18.18
	Statistical Value	2.90	30.80
		1.000E	0.521E

453		Safety / Risk Management Professional	
Total Emp <b>4</b>	Employment %	Min	Fem
	Availability %	25.00	0.00
	Statistical Value	0.00	0.00

463

IT Client Support Professional

Total Emp  
**14**

	Min	Fem
Employment %	21.43	14.29
Availability %	0.00	77.78
Statistical Value		0.000E



<b>936</b>		<b>Temporary Technical / Paraprofessional</b>	
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Total Emp <b>21</b>		<b>Min</b>	<b>Fem</b>
	Employment %	0.00	47.62
	Availability %	9.30	1.70
	Statistical Value	0.254E	

<b>954</b>		<b>Part Time Hourly Professional</b>	
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Total Emp <b>2</b>		<b>Min</b>	<b>Fem</b>
	Employment %	0.00	50.00
	Availability %	2.90	30.80
	Statistical Value	1.000E	

<b>505</b>		<b>Office / Clerical Lead</b>	
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Total Emp <b>1</b>		<b>Min</b>	<b>Fem</b>
	Employment %	0.00	0.00
	Availability %	0.27	76.17
	Statistical Value	1.000E	0.238E

<b>515</b>			
		2.44	



<b>647</b>		<b>HR/EEO/OD Paraprofessional/Professional</b>	
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<b>Total Emp</b> <b>4</b>		<b>Min</b>	<b>Fem</b>
	<b>Employment %</b>	25.00	100.00
	<b>Availability %</b>	0.86	66.73
	<b>Statistical Value</b>		

<b>655</b>		<b>e</b>	
	<b>Employment %</b>	0.00	100.00
	<b>Availability %</b>	4.53	68.42
	<b>Statistical Value</b>	1.000E	

601		Athletics Technical/Paraprofessional	
Total Emp <b>1</b>	Employment %	Min	Fem
	Availability %	0.00	0.00
	Statistical Value	11.55	2.08
		1.000E	1.000E

937		Temporary Skilled Crafts / Trades	
Total Emp <b>2</b>	Employment %	Min	Fem
	Availability %	50.00	0.00
	Statistical Value	17.18	1.33
			1.000E

938		Temporary Service / Maintenance	
Total Emp <b>7</b>	Employment %	Min	Fem
	Availability %	14.29	14.29
	Statistical Value	17.18	1.33
		1.000E	

947		Occasional Skilled Crafts / Trades	
Total Emp <b>2</b>	Employment %	Min	Fem
	Availability %	0.00	0.00
	Statistical Value	17.18	1.33
		1.000E	1.000E

815

**Police / Security Lead**

Total Emp		Min	Fem
<b>8</b>	Employment %	25.00	25.00
	Availa	6.41	
	Statistical Value		

## Placement Goals

41 C.F.R. 60-2.16

As required by applicable regulations, University of North Georgia has established placement goals where the actual representation of women or minorities in a job group is less than would be reasonably expected based on calculated availability.

In establishing placement goals, we applied the following principles:

When the percentage of minorities or women employed in a particular job group is less than would reasonably be expected, given their availability percentage

# University of North Georgia

March 1, 2018 Annual Affirmative Action Plan

**All Data**

## Placement Goals

Job Group & Name	Min	Fem								
145 - Assoc/Asst Vice President	22.35									
196 - Department Chair/Head AC	21.57									
200 - Professor		47.03								
210 - Librarian AC		95.99								
310 - Assoc/Asst Director, Division/Department AD	29.57									
463 - IT Client Support Professional		77.78								
900 - Student Assistant		78.28								
935 - Temporary Office / Clerical		73.81								
810 - Service / Maintenance Worker	24.26									
820 - Police Officer		32.21								

## Identification of Problem Areas by Organizational Unit and Job Group

41 CFR

We have conducted analyses of our total employment by organizational unit and job group, personnel actions, recruitment, and other personnel procedures to determine whether and where impediments to employment opportunity exist.

An analysis of each of these processes follows.

### Composition of the Workforce by Organizational Unit

Of the 227 departments in this AAEO, 2.42% include minorities, and 200% include females. Our analysis by organizational unit reveals that minorities are not significantly underrepresented or overrepresented in any particular organizational unit. This analysis suggests that there is no significant gender disparity in any department from any departments, nor is there any racial disparity in any organizational unit process.

### Composition of the Workforce by Job Group

Pursuant to OFCCP regulations, we have conducted an availability analysis by job group, taking into account both external and internal





# University of North Georgia

March 1, 2018 Annual Affirmative Action Plan

All Data

200		Professor													
	Total	Min	Fem												
Prior Year Goal			47.41												
New Hire	0		0	N/A											
Promotion	1		0	0.00											





## Goal Attainment

Note - there was no prior year goal required for categories not listed above.

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\* YES = within one person of exceeding prior year goal

LIMITED = Limited Opportunities. This indicates the prior year goal percent multiplied by total opportunities to the job group was less than one person.

Personnel Activity

The University has







**EEO Code 3**

**Professional Non-Faculty**

		Total	Unk Race	Unk Gend	Min	Fem							
<b>944</b>	S	2	0	0	1	1							
Occasional Professional	P	2	0	0	1	1							
<b>934</b>	S	56	0	0	16	40							
Temporary Professional	P	56	0	0	16	40							
<b>300</b>	S	8	0	0	2	7							
Director, Subdivision/Unit AD	P	8	0	0	2	7							
<b>308</b>	S	1	0	0	0	1							
Assoc/Asst Dept Chair/Director/Head AC	P	1	0	0	0	1							
<b>310</b>	S	2	0	0	1	1							
Assoc/Asst Director, Division/Department	P												
<b>312</b>	S	3	0	0	2	1							
Assoc/Asst Director, Subdivision/Unit AD	P	3	0	0	2	1							
<b>315</b>			0	0	0	1							
Manager													



# Applicant Summary

For Period: 3/1/2017 to 2/28/2018

## EEO Code 4

## Clerical

		Total	Unk Race	Unk Gend	Min	Fem								
443 Development/Fundraising Professional	S	2	0	0	0	1								
	P	2	0	0	0	1								
445 Grants & Contracts Professional	S	1	0	0	0	1								
	P	1	0	0	0	1								
446 Technical Design Professional	S	3	0	0	0	2								
	P	3	0	0	0	2								
450 Facilities Management Professional	S	1	0	0	0	1								
	P	1	0	0	0	1								
455 Facility Operations Professional	S	1	0	0	0	0								
	P	1	0	0	0	0								
463 IT Client Support Professional	S	4	0	0	1	0								
	P	4	0	0	1	0								
464 IT Network Support Professional	S	1	0	0	0	0								
	P	1	0	0	0	0								
933 Temporary Administrator	S	1	0	0	0	0								
	P	1	0	0	0	0								
925 Limited Term Office / Clerical	S	2	0	0	0	1								
	P	2	0	0	0	1								
900 Student Assistant	S	850	0	0	180	510								
	P	850	0	0	180	510								

S - Selected, P - Pool

**EEO Code 4****Clerical**

Total	Unk Race	Unk Gend	Min	Fem						
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**EEO Code 5**

**Technical and Paraprofessionals**

		Total	Unk Race	Unk Gend	Min	Fem							
935	S	99	0	0	19	62							
Temporary Office / Clerical	P	99	0	0	19	62							
936		26	0	0	2	19							
Temporary Technical / Paraprofessional			0	0	2	19							





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## Promotion Summary by Old Job

For Period: 3/1/2017 to 2/28/2018

995 - Non Compensated Affiliate	3	0	1								
500 - Office Manager / Clerical Supervisor	1	0	1								
505 - Office / Clerical Lead	1	0	0								
515 - Administrative Support Manager/Supervisor	1	0	1								
603 - IT Technical/Paraprofessional	1	0	0								
710 - Skilled Craftsperson	1	0	0								
657 - Student Services Paraprofessional/Professional	3	0	2								
805 - Service / Maintenance Foreman/Lead	1	0	1								
810 - Service / Maintenance Worker	7	0	2								
<b>Totals</b>	<b>#</b>	97	14	54							
	<b>%</b>		14.43	55.67							

## Compensation Systems

As part of its affirmative action



905 - Graduate Assistant	19	4	14								
909 - Graduate Assistant (Hourly)	9	6	5								
926 - Limited Term Technical / Paraprofessional	1	1	0								



## Outreach Recruitment and Other Good Faith Efforts

University of North Georgia has reviewed its employment practices to determine whether its personnel programs are designed to effectively recruit and advance in employment protected individuals. While the University believes there are no deficiencies in its current employment practices with respect to applicants and employees who are protected individuals, it engages in outreach, positive recruitment, and internal and external dissemination programs to augment its existing affirmative efforts. The University engages in or has made plans to implement the following activities:

Written notification of University's affirmative action policy is sent to all subcontractors, including subcontracting vendors and suppliers, and requests appropriate action on their part. University of North Georgia makes the Equal Employment Opportunity Clause part of all covered contracts and purchase orders, and requires all qualified

The University's employment

Development and Implementation of Action Oriented Programs  
41 C.F.R. 60-2.17

The University has developed and executed action oriented

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- The University utilizes the Internet to identify targeted recruitment sites for qualified minority and female applicants.
- Furthermore, we plan to take the following additional steps to ensure adequate representation of all minorities and women:
  - Where placement goals exist as defined by v re

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It is the responsibility of the University's Affirmative Action Officer to monitor employment and personnel practices to ensure compliance with applicable regulations and adherence to

listed with the appropriate state employment delivery system

Audits its personnel policies to ensure that such policies reflect the University's commitment to equal employment opportunity and affirmative action

Audits its personnel processes to ensure that individuals have equal opportunity in employment without regard to sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or any other characteristic protected by law

Audits any mental and physical qualifications to ensure that they are job-related and consistent with business necessity

Where the affirmative action program is found to be deficient, University shall endeavor to undertake necessary action to bring the program into compliance.

## Conclusion

The AAP year, March 1, 2018 through February 28, 2019, shows a continued commitment to equal employment opportunity and affirmative action, and has strong plans to ensure both corporate and employee success.

Through its Affirmative Action Officer, Beth Arbuthnot, the University will continue to communicate its policies, both within the organization and to the community in which it works. The President affords the Affirmative Action Officer full authority to take action to implement the plan and to pursue solutions to problems that might impede the progress of the plan. Is

At the close of University of North Georgia's most recent plan year, an analysis of the composition of the workforce was undertaken. The workforce was analyzed by job group and by department to determine the employment of minorities and women, and to identify if placement goals are indicated when compared to the appropriate available workforce. This analysis revealed 210 areas in which the difference between incumbency vs. estimated availability was statistically significant, showing that for the overwhelming majority of the workforce, employment levels of women and minorities are representative of our recruitment population. Nonetheless, the University expects to continue its successful outreach efforts and to ensure all applicants are recruited fairly, based on job related criteria and without regard to sex, gender identity, sexual orientation, race, color, religious creed, na2 ,

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## List of Exhibits

Exhibit A - Policy of Affirmative Action Letter

Exhibit B - Annual Notification to Vendors



## Exhibit A - Policy of Affirmative Action Letter

Dear Outreach and Placement Professional:

This letter is to inform you that University of North Georgia is committed to the principles of equal employment opportunity. As a government contractor bound by Executive Order 11246; the Vietnam Era Veterans Readjustment Assistance Act of 1974; and Section 503 of the Rehabilitation Act of 1973, all as amended, University of North Georgia maintains an affirmative action plan through which it makes good faith efforts to recruit, hire, and promote

## Exhibit B - Annual Notification to Vendors

To Whom It May Concern:

This letter is to inform you University of North Georgia is committed to the principles of equal employment opportunity. Moreover, as a government contractor

Diversity and Inclusiveness Professional Development for Academic Leaders and for Faculty  
From the UNG Center for Teaching, Learning, and Leadership

Face-to-Face Workshops in 2015-2016

For Academic Leaders: At Academic Affairs retreat in August 2015, Sheila Caldwell (Diversity Advisor to President Jacobs) did a session for all academic leaders.

For Academic Leaders: *Promoting Diversity and Inclusiveness Workshop* for academic leaders at Dahlonega, Gainesville, and Oconee. Sheila Caldwell presented and led hour-long discussion about best practices at UNG.

For Faculty: At New Faculty Orientation each August, we devote time to creating effective classroom environments, which means creating inclusive classrooms. Dr. Kelly McFaden led this workshop in 2015..

For Faculty: *Fostering Diversity and Inclusion in the Collegiate Classroom*. One-hour workshop held on