

EXECUTIVE ORDER 11246 AFFIRMATIVE ACTION PLAN (AAP)

for

**SONOMA STATE UNIVERSITY
1801 E. Cotati Avenue
Rohnert Park, CA 94928**

April 1, 2020 – March 31, 2021

PART I: AAP FOR MINORITIES AND WOMEN

PART II: AAP FOR PROTECTED VETERANS AND INDIVIDUALS WITH DISABILITIES

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SONOMA STATE UNIVERSITY AAP

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INTRODUCTION TO PARTS I AND II

BACKGROUND

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

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

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

APPLICABLE AFFIRMATIVE ACTION LAWS AND REGULATIONS

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

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

and Title 41 Code of Federal Regulations, Part 60-300 (Affirmative Action Program for protected veterans).

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

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

PROTECTED GROUPS

Coverage under affirmative action laws and regulations applies to:

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

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

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

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

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

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

PROGRAM TERMINOLOGY

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

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

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

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

RELiance ON EEOC'S GUIDELINES

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

REPORTING PERIOD

This APP is designed to cover the following reporting period,

- AAP implementation period: April 1, 2020 - March 31, 2021
- Transaction period: April 1, 2019 - March 31, 2020

STATEMENT OF PURPOSE FOR PARTS I AND II

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

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

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

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

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

These three concepts are the Affirmative Action Plan.

SONOMA STATE UNIVERSITY

PART I: AFFIRMATIVE ACTION PLAN FOR MINORITIES AND WOMEN

FOR

APRIL 1, 2020 – MARCH 31, 2021

PART I

AAP FOR MINORITIES AND WOMEN

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PART I: AAP FOR MINORITIES AND WOMEN

CHAPTER 1: ORGANIZATIONAL PROFILE

41 C.F.R. § 60-2.11

Workforce Analysis/Lines of Progression

Sonoma State University conducted a workforce analysis to identify employees at Sonoma State University by gender and race/ethnicity in each job title. The data was collected from payroll records dated March 31, 2020.

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

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

Lines of Progression

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

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

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

CHAPTER 2: JOB GROUP ANALYSIS

41 C.F.R. § 60-2.12

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

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

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

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

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

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

CHAPTER 3: PLACEMENT OF INCUMBENTS IN JOB GROUPS

41 C.F.R. § 60-2.13

Each job group appears on a Job Group Report with a job group name and number. The report lists each job title in the job group. For each job title, the worksheet provides the following information: IPEDS category, job title, employee headcounts for each job title, and overall percentages by gender and race/ethnicity as of March 31, 2020.

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

CHAPTER 4: DETERMINING AVAILABILITY

41 C.F.R. § 60-2.14

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

Steps in Comparison of Incumbency to Availability

Identify Availability Factors

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

1. External Factor: The external requisite skills data comes from the 2006-2010 American Community Survey (ACS) Census of Population data.
 - A. Local labor area: An Employee Zip Code Analysis was used to identify the most precise local labor area for SSU.
 - B. Reasonable labor area: SSU posts its job openings at various websites, targeting both statewide and nationwide labor market. For this reporting purpose, both are used as reasonable labor areas.
2. Internal Factor: The percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. See the **Internal Availability Analysis** for more detail.

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

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

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

CHAPTER 5: COMPARING INCUMBENCY TO AVAILABILITY

41 C.F.R. § 60-2.15

Once final availability estimates were made for each job group, Sonoma State University compared the percentage of incumbents in each job group to their corresponding availability. A comparison was made between the percentage employed as of March 31, 2019 and that group's final availability.

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

CHAPTER 6: PLACEMENT GOALS

41 C.F.R. § 60-2.16

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

A goal is a guidepost against which Sonoma State University, a community group, or a compliance agency can measure progress in remedying identified deficiencies in Sonoma State University's workforce. By setting realistic goals, Sonoma State University strives to meet

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

the goals, and conduct effective recruitment and advertising efforts to ensure an adequate pool of qualified minority and/or female applicants.

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

CHAPTER 7: DESIGNATION OF RESPONSIBILITY

41 C.F.R. § 60-2.17(a)

The Sonoma State University President, Human Resources Department, Office of Prevention of Harassment and Discrimination (OPHD), along with managers, faculty and staff have undertaken the following responsibilities for the successful implementation of the University's AAP.

President

Sonoma State University's commitment to affirmative action and equal employment opportunity is among its highest priorities. This commitment is shared by all University employees and manifested through the leadership of the President of Sonoma State University. The President maintains overall responsibility and accountability for equal opportunity through affirmative action at SSU. The President has assigned supervision of implementation and monitoring of the Affirmative Action Plan and Program to the Human Resources Department, with the full support of SSU faculty, staff and administration. The President's central AAP role includes, among other responsibilities, the following:

1. Designate appropriate personnel with the responsibility for overseeing, administering, implementing and monitoring SSU's AAP. Ensure that designated personnel are formally identified, assigned and perform specific responsibilities under the AAP.
2. Ensure that all designated personnel responsible for AAP components are given the necessary authority, management support, staff and material resources to successfully implement their assigned responsibilities.
3. Impact the leadership, personal direction and support that assure full commitment and total involvement to equal employment and opportunity programs through SSU's AAP.

Human Resources Department/Office for the Prevention of Harassment and Discrimination (OPHD)

The University's Human Resources Department is responsible for the overall supervision of the AAP. The University has also designated a Discrimination, Harassment and Retaliation Administrator in OPHD who collaborates with Human Resources in order for both offices to ensure that all relevant EEO policies and procedures are adhered to by:

1. Ensuring compliance with all applicable employment laws and EEO policies with regard to recruitment and general employment within the University
2. Assisting employees and students regarding alleged incidents of discrimination and/or sexual harassment, including sexual assault

3. Educating the University community regarding discrimination and developing prevention strategies
4. Immediately resolving discrimination/harassment complaints by conducting confidential investigations and assisting in the resolution process when allegations of discrimination arise in the campus community
5. Working in collaboration with members of the Sexual Assault Response Team in educating the University community regarding rape and sexual assault
6. Maintaining records of complaints, investigations, and actions to meet legal requirements
7. Developing policies, guidelines, and programs relating to equal employment opportunity
8. Ensuring that the AAP is reviewed and updated annually in accordance with SSU's stated policy
9. Participating in periodic discussions with management, supervision, and all other employed personnel to ensure AAP and equal employment opportunity policies are being followed
10. Providing guidance to managers and supervisors in taking appropriate action to prevent harassment and discrimination on campus
11. Providing direction to SSU employees, as necessary, to carry out all actions required for equal employment opportunity and affirmative action compliance
12. Serving as the liaison between SSU and enforcement agencies
13. Educating and informing management of the latest developments in the equal employment opportunity area

Appropriate Administrator and Supervisor responsibilities include:

1. Conducting themselves in the workplace, on the campus, or at any University-sponsored off-campus activity (including travel) in a manner that ensures that their actions do not discriminate against and/or harass any other individual
2. Avoiding romantic relationships with employees that they supervise, as the difference in power may create a negative or an uncomfortable environment for others, who might perceive the relationship as preferential treatment
3. Ensuring the workplace is free from discrimination and/or sexual harassment; immediately responding to and reporting allegations of discrimination/harassment to the DHR Administrator
4. Working collaboratively with the Human Resources and OPHD in recruitment analysis, fact-finding and/or confidential investigations
5. Implementing corrective action to address existing practices and/or unacceptable behaviors

Staff Employee responsibilities include:

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

Faculty Employee responsibilities include:

1. Conducting themselves in the classroom, on the campus, or at any University-sponsored, off-campus activity (including travel) in a manner that ensures that their actions do not discriminate against and/or harass any other individual; ensuring the classroom is free from discrimination and/or harassment
2. Avoiding romantic relationships with students, as the difference in power may create a negative or an uncomfortable environment for others, who might perceive the relationship as preferential treatment
3. Immediately responding to and reporting allegations of discrimination/sexual harassment to the DHR Administrator.
4. Cooperating in, and honoring the confidentiality of, fact-finding and/or complaint investigations.

CHAPTER 8: IDENTIFICATION OF PROBLEM AREAS

41 C.F.R. § 60-2.17(b)

Terminology

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

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

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

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

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

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

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

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

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

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

CHAPTER 9: ACTION-ORIENTED PROGRAMS

41 C.F.R. § 60-2.17(c)

Sonoma State University has established and will continue a lawfully designed affirmative action program to promote the employment and advancement in employment of qualified individuals. All personnel actions shall be taken in accordance with University academic and staff personnel policies and procedures in manners consistent with the highest standards of excellence, equity and non-discrimination.

Current Action-Oriented Programs

Recruitment

It is the policy of Sonoma State University to recruit well-qualified employees from the most diversified pool of candidates. Current methods of recruiting were developed to progressively broaden the scope and improve the quality of each search process conducted. Under this AAP, and in support of Sonoma State University's commitment to continuous institutional renewal, new or modified methods shall be introduced as appropriate to further diversify recruitment strategies and techniques with the objective of consistently attracting the largest, most qualified and diverse applicant pools. This effort and flexibility has been, and will continue to be, vital to support the mission of SSU, particularly as it relates to academic and staff/management position classifications that are more difficult to recruit.

All staff vacancies, as required by policy, are listed with Employment Services. This central office coordinates the recruitment/selection process for staff and managers to ensure adherence to the Federal Uniform Guidelines on Employee Selection Procedures and to CSU System policies, regulations and employee bargaining unit Memorandums of Understanding. In order to raise the overall levels of applications from well-qualified minorities and women for staff positions, the following recruitment activities are undertaken as appropriate for the position opening:

1. All open positions posted on the Sonoma State University website are in accordance with

SSU policy for recruitment

- All management (MPP) jobs are posted for no less than 14 days. For senior MPP positions, national recruitments are conducted, even when internal promotional candidates are identified.
- All staff positions are posted in accordance with MOU's or SSU Recruiting Policy which requires a 14-day minimum posting period; temporary positions that become probationary must also be posted.
- Only the President may waive the posting durations.

2. All jobs posted on the SSU website are also posted on HigherEdJobs and are automatically linked to two significant career meta-search engines, www.indeed.com and www.simplyhired.com, which makes each recruitment effort a nationwide search. In addition, SSU also posts all position openings on sites listed below, unless qualified internal candidates for position openings are anticipated from the campus who would receive hiring preference under a bargaining unit contract, or who are referred by a campus or system-wide job clearinghouse. All positions that are not posted as "internal only" are posted at these sites:

- SSU Job Opportunities website
- SSU HR Job Opportunities summary email
- California EDD
- CaJobs
- CSU Careers website
- Indeed
- HigherEdJobs.com
- DiversityJobs.com
- Diverse: Issues in Higher Education
- VeteranJobs.net
- LatinoJobs.org
- DisabilityJobs.net
- WeHireWomen.com
- AfricanAmericanHires.com
- AllLGBTjobs.com
- AllHispanicJobs.com
- AllBilingualJobs.com
- AsianHires.com

3. Additional job search websites may be used for certain staff and MPP positions. These are brief examples only, and are not representative of the large numbers of websites available for job posting.

- Craigslist
- Chronicle Careers - Chronicle of Higher Education
- InsideHigherEd.com
- Industry publications
- Minority publications

4. Specialized career portal websites are used for posting depending on the nature of position posted. Please see Human Resources Office for the list of various websites that

are used by SSU for this purpose. Please note that this list changes constantly as new websites are being added. This is not an exhaustive list.

5. Recruiting senior MPP positions (Vice Presidents, Deans, Senior Directors) involves developing recruiting strategies which typically include the following:
 - Recruiting brochure (please see Human Resources office for a sample)
 - Brochure typically distributed to the following, requesting nominations:
 - Comparable positions in UC and CSU
 - Professional conferences
 - Professional listservs and organizations
 - Securing recommendations from an advertising agency engaged to include diversity websites as well as specialized career websites. Examples of career websites focused specifically on higher education are as follows:
 - Chronicle of Higher Education – print and/or display ads
 - HigherEdJobs.com
 - InsideHigherEd.com
 - LinkedIn for Higher Ed Jobs
- Examples of websites used focused on outreach recruiting are as follows:
- Diverse: Issues in Higher Education
 - Hispanics in Higher Education.com
 - Women in Higher Education
 - Asians in Higher Education
 - TribalCollegeJournal.com
 - Blacks in Higher Education
 - Relevant specialized career portals (see #4 above)

Promotional Opportunities

All employees are given equal opportunity for promotion. Promotions are determined without regard to race, color, religion, national origin, sex, sexual orientation, gender identity, marital status, pregnancy, age, veteran's status or disability.

Diversity-Oriented Programs

I. Sonoma State University Strategic Plan and Core Values

Sonoma State University is implementing a strategic plan across all divisions, reflective of the following guiding principles: Inclusivity, Integrity, and Respect. The goals include articulating the University's mission, vision, and values; identify areas of strength and pride and means of strengthening those areas; identifying areas for improvement, including pathways for improvement and practices or processes that potentially should or could be discontinued; and identifying opportunities for growth, change, and adaptation. The following core values of Sonoma State (as expressed through curricula, programming, and prior planning processes) are:

- a) Diversity and Social Justice
- b) Sustainability and Environmental Inquiry

- c) Connectivity and Community Engagement
- d) Adaptability and Responsiveness

II. Office of Diversity, Equity, and Inclusion (DEI)

Established in spring 2020 under the auspices of the Office of the President and managed by the Chief of Staff, Vice President of Strategic Initiatives and Diversity, the creation of this new department reflects Sonoma State University's commitment to educational, ethical, and administrative leadership on issues of diversity, equity, and inclusion. The department houses the multicultural HUB (Honoring-Uniting-Building) Cultural Center, the Center for Community Engagement, and an array of initiatives, programs, and collaborations aimed at fostering a broadly diverse, fully equitable, and universally inclusive campus culture that promotes student engagement and success, and faculty/staff advancement, collegiality, and productivity.

III. Website and Online Tools

Sonoma State University's DEI website serves as a campus-wide resource for initiatives and programs, campus events, cultural heritage celebrations, academic resources, training opportunities, and other relevant information.

IV. President's Advisory Council on Diversity, Equity, Campus Climate, and Inclusion (PAC-DECCI)

Sonoma State University continues to make a concerted institutional effort to increase and enhance the diversity of our institution: to enrich the educational experience of our students and to improve access to higher education to all Californians. The dual objective is neatly captured in higher education's current formulation of diversity as Inclusive Excellence. The President's Advisory Council on Diversity, Equity, Campus Climate, and Inclusion (PAC-DECCI) was established in 2019 to support these goals. The PAC serves as the campus coordinating council for diversity and equity-related activities, with a special focus on marginalized and underserved populations. The PAC is charged with promoting policies and practices that increase opportunities, advancing social justice, and creating equitable experiences for the campus community, as well as promoting promising practices and providing recommendations to the President.

V. Hispanic Success Initiative (HSI)

In the Fall of 2020, the Chief of Staff to the President, Vice President for Strategic Initiatives and Diversity convened and charged the Hispanic Serving Institution (HSI) Task Force to develop a report with recommendations on five core charges: 1) What SSU should look like as a model HSI; 2) what is our current status as an HSI; 3) what are our key goals and objectives in order to be a model HSI; 4) what are recommendations to enrich the campus climate for all SSU Latinx community members; and, 5) and what are promising practices from other HSIs. Recommendations are currently under review for implementation.

VI. Affinity Faculty and Staff Associations

Through workshops, trainings, and community building activities, these groups promote professional and social development that foster a more welcoming campus climate:

- Alianza for Equity
- Asian Pacific Islander American Faculty and Staff Association (APIAFSA)
- Black Faculty & Staff Association (BFSA)
- Queer Faculty & Staff Association (QFaSA)

VII. Campus Climate Survey

In partnership with the nationally renowned Viewfinder, Sonoma State will administer a campus climate survey encompassing all students, staff, and faculty in April 2021. Results will be used to note and celebrate the ways in which we are meeting diversity, equity, and inclusivity goals and to identify actionable items that are required to move SSU to the next level of inclusive excellence.

VIII. Diversity Training

The DEI office provides tailored training sessions around diversity, equity, and inclusion for campus departments, as well as system wide cohorts by request.

VIII. Faculty Fellow for Anti-Racist Curricular Design

In September 2020, Sonoma State University created a new Faculty Fellow position to expand our diversity efforts in curricular design. The Faculty Fellow for Anti-Racist Curricular Design is responsible for providing guidance on racial and social justice curriculum, and supporting the work of academic departments to do curricular reform addressing student equity and achievement (i.e., student learning, enrollment, academic progress, persistence, and graduation).

IX. Chancellor's Doctoral Incentive Program (CDIP)

This program is designed to give financial assistance to graduate students pursuing doctoral degrees, with particular emphasis on disciplines in which minorities, women and persons with disabilities are under-represented. Applications are processed annually by the Chancellor's Office. The applicants may be self-sponsored or sponsored by an SSU faculty member. The loan is forgiven if the successful candidate returns as faculty on any CSU campus for a certain period of time.

X. Fee Waiver Program

The Fee Waiver Program provides the opportunity for eligible staff, faculty, dependent children, spouses or domestic partners to take classes at any CSU campus at significantly reduced rates. While this program is offered for all employees, a large number of female clerical staff in the CSU has been able to take advantage of this program to enhance their potential for higher level positions.

XI. Basic Needs Initiative

In December 2019, the Student Affairs division finalized a basic needs initiative to advance equitable opportunities for access and success in the pursuit of a degree. This supports the university's Student Success strategic priority by promoting and encouraging student well-being and engagement as essential for active learning and educational success, strategically building on and amplifying basic needs initiatives, and advancing programs, services, and partnerships that promote holistic support both in and out of the classroom. The initiative targets many areas of basic need including food, housing, and financial insecurity that disproportionately impact historically underserved communities.

XII. Disabled Employee Program

This program provides assistive devices and other accommodations for employees with disabilities. The devices are provided to accommodate physical or mental limitations of otherwise qualified employees with disabilities. Examples of the type of equipment and accommodations include but are not limited to: TDD's, telephone amplifiers, special dictation machines and interpreters.

XIII. Diversity Activities

Sonoma State University continues to conduct a variety of activities through the academic year to enhance affirmative action efforts at the university. Some of these on-going activities include

- Sexual Misconduct Prevention Program Training
- Discrimination and Harassment Prevention Program Training
- Sexual Misconduct/Assault Response Team
- Non-Discrimination Policy and Procedure Training
- Human Trafficking and Stalking Awareness Month
- Title IX Training for students, staff, administrators and faculty
- Womxn's History Month Events
- Black History Month
- National American Heritage Month
- Asian Heritage Month
- Queer History Month
- Latinx Heritage Month
- Asian, Pacific Islander & Middle Eastern Heritage Month
- Transgender Awareness Week
- Sexual Assault Awareness Month
- Disability Awareness Week
- Cultural Graduation Ceremonies
 - Asian, Pacific Islander & Middle Eastern Graduation Celebration
 - Black Graduation Celebration
 - Rainbow Graduation Celebration
 - Raza Graduation Celebration
- "Brave Space" sessions for students, faculty, and staff to their feelings about unrest related to anti-Blackness

XIV. Student Spaces

Sonoma State University provides students the opportunity to engage with a diverse group of people, gain leadership skills, and advocate for a more socially just campus, through organizations and programs that help students successfully transition to SSU, affirm their identity, and gain a sense of belonging.

- Basic Needs Initiative
- Black Student Union
- Colorful QT's
- Disability Services for Students
- Dream Center
- Educational Opportunity Program
- Filipino American Association of Sonoma State
- The HUB (Honoring-Uniting-Building) Cultural Center
- Male Success Initiative
- Math Engineering, Science Achievement (MESA)
- MEChA de Sonoma
- Military and Veteran Resource Center
- Multicultural Organization Clubs Alliance
- Multicultural Sorority & Fraternity Council
- Native American Progressive Students
- Puerta Project for future teachers
- Queer Student Alliance (QSA)
- Seawolf Scholars
- Trans & Gender Questioning Group
- UMOJA Queens Mentorship
- Unity House: LGBTQIA+ & Gender Inclusive residential living community
- Visionaries. Inspiring. Black. Educated. Students (VIBES) residential living community
- Womxn of Color Collective

XV. Other Action-Oriented Programs

Sonoma State University is committed to implement specific action-oriented program(s) consistent with EEO requirements of federal employers as well as in compliance with system-wide CSU policies and guidelines.

CHAPTER 10: INTERNAL AUDIT AND REPORTING

41 C.F.R. § 60-2.17(d)

It is the responsibility of the Human Resources (HR) Department to ensure that affirmative action concerns are addressed in all recommended personnel actions. In order to measure the success of the AAP and to ensure nondiscriminatory impact, the HR Department will monitor and review progress in the accomplishment of goals and will identify problem areas and recommend solutions. In addition, the HR Department will meet on an on-going basis

with key administrators regarding total program effectiveness and will make recommendations for improvement of affirmative action performance.

HR Department will retain and establish provisions for review of the following data for all non-faculty positions:

1. Applicant flow
2. All hires/employment offers, showing name, title, department and date of hire
3. All promotions, showing name, department, and old and new titles
4. All lateral transfers from one position or function to another showing name, department and titles
5. All participants in training workshops administered or monitored through the University which increase the employee's qualifications for higher level positions or which allow the employee to move laterally to a position that may result in career progression
6. All terminations, showing name, title, department and reason for termination
7. All layoffs and recalls, showing name, title, department and date of layoff/recall

University Faculty Affairs will retain and establish provisions for review of the following data for all faculty positions:

1. Applicant flow
2. All hires/employment offers, showing name, title, department and date of hire
3. All terminations, showing name, title, department and reason for termination
4. All layoffs and recalls, showing name, title, department and date of layoff/recall

SONOMA STATE UNIVERSITY

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

FOR

April 1, 2020 – March 31, 2021

PART II

AAP FOR PROTECTED VETERANS AND INDIVIDUALS WITH DISABILITIES

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CHAPTER A: POLICY STATEMENT

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



TO: Sonoma State University Campus Community
FROM: Jeff Banks, Assoc Vice President for Administration and Finance, Human Resources
DATE: March 1, 2021
RE: University Affirmative Action Plan

It is my pleasure to share with you the University's 2021 Affirmative Action Plan. It is important that all employees have access to this information and understand the University's policies and commitments in this area.

It is the policy of Sonoma State University, and representative of our values, to afford equal employment opportunity, which includes advancement for existing employees, to all persons regardless of race, religion, color, national origin, sex, sexual orientation, gender identity, age, status as a protected veteran or status as an individual with a disability. Sonoma State University does not and will not discriminate against any applicant or employee based upon any of the above-referenced characteristics. In addition to the above, Sonoma State University is equally committed to taking affirmative action in regards to employing protected veterans, which includes advancing in employment qualified, protected employee veterans, as required under the [Honoring Investments in Recruiting and Employing American Military Veterans Act](#).

Affirmative action refers to all employment practices, including, but not limited to hiring, promoting, transfer, recruitment, recruitment advertising, layoff or termination, demotion, rates of pay and all other forms of compensation, and selection for training, including apprenticeship or on-the-job training. All decisions related to personnel policies and practices are made on the basis of an individual's capacity to perform a particular job and the feasibility of any necessary job accommodation(s). Sonoma State University makes every effort to provide reasonable accommodation(s) for any physical and/or mental limitations of individuals with disabilities, including disabled veterans.

In addition to equal opportunity in employment, it is also the goal of Sonoma State University that neither employees nor applicants be subjected to discrimination, harassment, retaliation, intimidation, threats, or coercion during the course of their work or for engaging in activities protected by federal or state law. Examples of such protected activities are:

- (1) Filing a complaint under Title IX or DHR (discrimination/harassment/retaliation) policies;
- (2) Assisting or participating in a workplace investigation, compliance evaluation, hearing, or any other activity related to the administration of the affirmative action provisions of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended (VEVRAA) or any other federal, state or local law requiring equal opportunity for disabled veterans, recently separated veterans, active wartime or campaign badge veterans, or armed forces service medal veterans or Section 503 of the Rehabilitation Act of 1973, as amended (Section 503) or any other federal, state or local law requiring

equal opportunity for disabled persons;

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

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

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

Sonoma State University consistently designs and implements audit and reporting systems that measure the effectiveness of its affirmative action plan, identifying need for any remedial actions, determining if the objectives are being attained, and determining if opportunities to participate in organization-sponsored activities are extended to all employees and applicants. Additionally, Sonoma State University is committed to compliance with pay transparency nondiscrimination provisions and therefore, does not discharge, discipline, or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their pay or the pay of another employee or applicant. Sonoma State University is a public institution and therefore employees have access to the compensation of other employees, and this information is considered public.

In addition to the Affirmative Action Plan, Sonoma State University is committed to achieving overall excellence through teaching, scholarship, learning and inclusion. Our core values and Seawolf Commitment celebrate diversity, sustainability, community engagement, respect, responsibility, excellence and integrity. We strive to cultivate a community in which a diverse population can learn and work in an atmosphere of civility and respect. I think you'll find this plan in line with all of the above.

Sonoma State University's equal employment policies and affirmative action obligations have my full support. If you have any questions regarding the university's equal employment opportunity programs, non-discrimination/harassment policies, or this Affirmative Action Plan, please feel free to contact the Human Resources Office at hr@sonoma.edu.

CHAPTER B: REVIEW OF PERSONNEL PROCESSES

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

To ensure that all personnel activities are conducted in a job-related manner which provides and promotes equal employment opportunities for all known protected veterans, employees and applicants with disabilities, Sonoma State University reviews all examination and selection methods to identify barriers to employment, training, and promotion and routinely completes the following tasks:

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

CHAPTER C: PHYSICAL AND MENTAL QUALIFICATIONS

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

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

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

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

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

Sonoma State University will make every effort to provide reasonable accommodations to physical and mental limitations of applicants and employees with disabilities or who are disabled veterans unless it can demonstrate that the accommodations would impose an undue hardship on the operation of business.

Sonoma State University will confidentially review performance issues of employees with known disabilities to determine whether a reasonable accommodation is needed when: 1) the employee is having significant difficulty with job performance, and 2) it is reasonable to conclude that the problem is related to the known disability.

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

Name: Celeste McLaughlin
Title: Manager of Workers' Comp, ADA and Leave Administration
Address: Salazar Hall 2nd Floor, 1801 E. Cotati Avenue, Rohnert Park, CA 94928
Phone: (707) 664-2979
Email: mclaughlic@sonoma.edu

In any instance where accommodations were not undertaken, but could have been, the AVP for Administration and Finance, Human Resources is required to follow-up to determine why accommodations were not made and to identify and implement any corrective action needed to prevent future omissions.

When medical examinations are conducted, Sonoma State University ensures that physicians understand the University's desire to eliminate all unnecessary or non job-related medical requirements.

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

Sonoma State University follows the System-wide procedures to ensure that its employees who are disabled or veterans are not harassed due to those conditions.

Please see Executive Order 1096 Revised August 14, 2020 - Systemwide Policy Prohibiting Discrimination, Harassment and Retaliation, Sexual Misconduct, Dating and Domestic Violence, and Stalking Against Employees and Third Parties and Systemwide Procedure for Addressing Such Complaints by Employees and Third Parties at <https://calstate.policystat.com/policy/8453514/latest/>.

Additional information regarding policies and procedures can be reviewed at www.sonoma.edu/hr/erc/.

Chapter F: External Dissemination of Policy, Outreach and Positive Recruitment 41 C.F.R. §§ 60-300.44(f); 60-741.44(f)

Each year, the University identifies the representation of disabled veterans and other veterans, and, when possible, individuals with disabilities in our applicant pool in order to evaluate the effectiveness of our recruitment activities. The following activities will be implemented or continued to further enhance our affirmative action efforts:

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

- (1) executive and top management positions,
- (2) positions that will be filled from within the contractor's organization,
- (3) and positions lasting three days or less.

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

- 7) Send written notification of the Sonoma State University's affirmative action policy to all subcontractors, vendors, and suppliers requesting appropriate action on their part. This includes their obligation to annually file their EEO Reporting form and VETS-100 form and, for employers with 50 or more employees and contracts of \$50,000 or more, their obligation to develop a written affirmative action plan.
- 8) Conduct formal briefing sessions with representatives from recruiting sources. Include as part of the briefing sessions, facility tours, clear and concise explanations of current and future job openings, position descriptions, worker specifications, explanations of the Organization's selection process, and recruiting literature. Arrange for referral of applicants, follow up with sources, and feedback on disposition of applicants.
- 9) Participate in veterans "job fairs" and work study programs with Veterans' Administration rehabilitation facilities and schools which specialize in training or educating protected veterans.
- 10) Grant leaves of absence to employees who participate in honor guards for the funeral of veterans.

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

In order to provide information, training and counseling to gain positive support and understanding of the affirmative action program for disabled veterans, other veterans and individuals with disabilities by employees, supervisors, management and employee organizations, Sonoma State University will implement or continue to implement the following internal dissemination procedures, all of which fall under the purview of the University's Human Resources Department. The procedures are designed to foster understanding, acceptance and support among the University's executive management, supervisory and other employees and to encourage such persons to take the necessary actions to aid the University in meeting this obligation.

- 1) Include the policy in the Organization's policy manual and other in-house publications.
- 2) Conduct special meetings with executive, management, and supervisory personnel to explain the intent of the policy and individual responsibility for effective implementation, making clear the President's attitude.
- 3) Schedule training sessions for all employees involved in recruiting, selection, promotion, and other related employment issues for protected veterans and individuals with disabilities.
- 4) Discuss the policy thoroughly in both employee orientation and management training programs.
- 5) Inform union officials of the contractor's policy, and request their cooperation.
- 6) Include non-discrimination clauses in all union agreements, and review all contractual provisions to ensure they are non-discriminatory.
- 7) Include articles on accomplishments of protected veterans and workers with disabilities in Organization publications.
- 8) Post the policy on Organization bulletin boards, along with the Organization's harassment policy which includes protection from harassment on the basis of disability.
- 9) When employees are featured in employee handbooks or similar publications for employees, include employees with disabilities.

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

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

- 1) Measures the effectiveness of Sonoma State University's overall affirmative action program and whether the organization is in compliance with specific obligations.
- 2) Indicates the need for remedial action.
- 3) Measures the degree to which Sonoma State University's objectives are being met.
- 4) Whether there are any undue hurdles for individuals with disabilities and protected veterans regarding organization sponsored educational, training, recreational, and social activities. This will also include, but not limited to, the review of the on-line and

electronic application system to determine their accessibility and ensuring that procedures to request for accommodations are prominently displayed and that individuals with disabilities can readily obtain the needed accommodation.

CHAPTER I: RESPONSIBILITY FOR IMPLEMENTATION

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

Sonoma State University President, Human Resources Department, along with all managers, faculty and staff employees have undertaken the following responsibilities for the successful implementation of the University's AAP.

President

Sonoma State University's commitment to affirmative action and equal employment opportunity is among its highest priorities. This commitment is shared by all University employees and manifested through the leadership of the President of Sonoma State University. The President maintains overall responsibility and accountability for equal opportunity through affirmative action at SSU. The President has assigned supervision of implementation and monitoring of the Affirmative Action Plan and Program to the University's Human Resources Department, with the full support of SSU faculty, staff and administration. The President's central AAP role includes, among other responsibilities, the following:

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

Human Resources Department

The University's Human Resources Department and designated DHR Administrator are responsible for overall implementation of the AAP. HR and the DHR Administrator work with other departments on campus to ensure that all relevant EEO policies and procedures are adhered to by:

- 1) Ensuring compliance with all applicable employment laws and EEO policies with regard to recruitment and general employment within the University
- 2) Assisting employees and students regarding alleged incidents of discrimination and/or sexual harassment, including sexual assault
- 3) Educating the University community regarding discrimination and developing prevention strategies
- 4) Ensuring timely resolution of discrimination/harassment complaints by conducting confidential investigations and assisting in the resolution process when allegations of

- discrimination arise in the campus community
- 5) Working in collaboration with other stakeholders on campus and members of the Sexual Violence Task Force to educate the University community regarding rape and sexual assault
 - 6) Maintaining records of complaints, investigations, and actions to meet legal requirements
 - 7) Developing policies, guidelines, and programs relating to equal employment opportunity
 - 8) Ensuring that the AAP is reviewed and updated annually in accordance with SSU's stated policy and legal requirements.
 - 9) Participating in periodic discussions with management, supervision, and all other employed personnel to ensure AAP and equal employment opportunity policies are being followed
 - 10) Providing guidance to managers and supervisors in taking appropriate action to prevent harassment and discrimination on campus
 - 11) Providing direction to SSU employees, as necessary, to carry out all actions required for equal employment opportunity and affirmative action compliance
 - 12) Serving as the liaison between SSU and enforcement agencies
 - 13) Educating and informing management of the latest developments in the equal employment opportunity area

Appropriate Administrator and Supervisor responsibilities include:

- 1) Conducting themselves in the workplace, on the campus, or at any University-sponsored off-campus activity (including travel) in a manner that ensures that their actions do not discriminate against and/or harass any other individual
- 2) Ensuring the workplace is free from discrimination and harassment, including sexual harassment and immediately responding to and reporting allegations of discrimination/harassment to Human Resources
- 3) Working collaboratively with the DHR Administrator in regards to recruitment analysis, fact-finding and/or any other confidential investigations
- 4) Implementing corrective action to address policy violations and/or other unacceptable behavior
- 5) Adhering to the requirements of Executive Order 1096 Consensual Relationships, which states that a CSU Employee shall not enter into a consensual relationship with a Student or Employee over whom s/he exercises or influences direct or otherwise significant academic, administrative, supervisory, evaluative, counseling, or extracurricular authority.

Staff Employee

1. Conducting themselves in the workplace, on the campus, or at any University-sponsored off-campus activity (including travel) in a manner which ensures that their actions do not discriminate against and/or harass any other individual
2. Cooperating in, and honoring the confidential nature of, fact-finding and/or any other good faith investigations conducted on campus
3. Adhering to the requirements of Executive Order 1096, which states that a CSU Employee shall not enter into a consensual relationship with a Student or Employee over whom s/he exercises or influences direct or otherwise significant academic, administrative, supervisory, evaluative, counseling, or extracurricular authority.

Faculty Employee

1. Conducting themselves in the classroom, on the campus, or at any University-sponsored off-campus activity (including travel) in a manner which ensures that their actions do not discriminate against and/or harass any other individual
2. Ensuring that the classroom is free from discrimination and harassment
3. Immediately responding to and reporting allegations of discrimination/sexual harassment to the University's Title IX Coordinator
4. Cooperating in, and honoring the confidential nature of, fact-finding and/or any other confidential investigations
5. Adhering to the requirements of Executive Order 1096, which states that a CSU Employee shall not enter into a consensual relationship with a Student or Employee over whom s/he exercises or influences direct or otherwise significant academic, administrative, supervisory, evaluative, counseling, or extracurricular authority.

CHAPTER J: TRAINING

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

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

CHAPTER K: DATA COLLECTION ANALYSIS

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

Sonoma State University has adopted the current national percentage of veterans in the civilian labor force of 6.4% as its hiring benchmark for protected veterans. Sonoma State University will update its hiring benchmark as new data is published and updated via the OFCCP's website. The 6.4% hiring benchmark is applied to each job group within Sonoma State University.

Sonoma State University also adopted the current national utilization goal of 7.0% for qualified individuals with disabilities. Sonoma State University will update its utilization goal as new data becomes available, updated and published. The 7.0% utilization goal is applied *to the entire workforce* within Sonoma State University.

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

Sonoma State University has collected the required data and conducted studies to identify areas of opportunities in the employment of protected veterans and individuals with

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

See the *Hiring Benchmark and Utilization Goals Analyses*.

CHAPTER L: COMPENSATION

41 C.F.R. §§ 60-300.21(i); 60-741.21(i)

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

Sonoma State University is also committed to abiding with the Pay Transparency Nondiscrimination Provisions. Employees or applicants who have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant will not be discharged or in any other manner be discriminated against. Employees who have access to the compensation information of other employees or applicants as part of their essential job functions are informed and trained to not disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) a response to a formal complaint or charge; (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with Sonoma State University's legal duty to furnish the information.

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Academic Advising

		Total		Total								
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
3082	SSP II	5	4	Male	0	0	0	0	0	0	0	0
				Female	5	1	1	2	1	0	0	0
1038	Admin Analyst/Spclst 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3084	SSP III	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
3086	SSP IV	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3318	Administrator I	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		10	6	Male #	1	1	0	0	0	0	0	0
Grand Total %			60.0	Male %	10.0	10.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	9	3	1	4	1	0	0	0
				Female%	90.0	30.0	10.0	40.0	10.0	0.0	0.0	0.0

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Academic Programs

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1038	Admin Analyst/Spclst 12 Mo	4	1	Male	0	0	0	0	0	0	0	0	
				Female	4	3	0	1	0	0	0	0	
3082	SSP II	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
3084	SSP III	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
3300	Administrator IV	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #			7	2	Male #	0	0	0	0	0	0	0	
Grand Total %				28.6	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
					Female #	7	5	0	2	0	0	0	
					Female%	100.0	71.4	0.0	28.6	0.0	0.0	0.0	

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Academic Senate

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1038	Admin Analyst/Spclst 12 Mo	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
2395	Instr Fac, Chairman, Acad Senate	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		2	0	Male #	0	0	0	0	0	0	0	0	
Grand Total %			0.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	2	2	0	0	0	0	0	0	
				Female%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Academic Technology

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
0400	Analyst/Programmer 12 Mo	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0420	Info Tech Consultant 12 Mo	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
3312	Administrator II	2	2	Male	1	0	0	1	0	0	0	0
				Female	1	0	0	0	0	0	0	1
Grand Total #		5	4	Male #	4	1	0	2	1	0	0	0
Grand Total %			80.0	Male %	80.0	20.0	0.0	40.0	20.0	0.0	0.0	0.0
				Female #	1	0	0	0	0	0	0	1
				Female%	20.0	0.0	0.0	0.0	0.0	0.0	0.0	20.0

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Access Services

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2888	Library Services Spec III	2	0	Male	2	2	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
2896	Lead Library Assistant III	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
2887	Library Services Spec II	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		4	0	Male #	3	3	0	0	0	0	0	0	
Grand Total %			0.0	Male %	75.0	75.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	1	1	0	0	0	0	0	0	
				Female%	25.0	25.0	0.0	0.0	0.0	0.0	0.0	0.0	

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Accounting/Financial Reporting

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1762	Accountant I	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
4555	Accountant II	3	0	Male	0	0	0	0	0	0	0	0	
				Female	3	3	0	0	0	0	0	0	
1038	Admin Analyst/Spclst 12 Mo	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
3312	Administrator II	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
3306	Administrator III	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		7	0	Male #	2	2	0	0	0	0	0	0	
Grand Total %			0.0	Male %	28.6	28.6	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	5	5	0	0	0	0	0	0	
				Female%	71.4	71.4	0.0	0.0	0.0	0.0	0.0	0.0	

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Advancement Operations

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

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: American Multicultural Studies

		Total		Total								
Job Code	Job Title	EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	
2358-1	Lecturer AY-1 year	2	2	Male	0	0	0	0	0	0	0	
				Female	2	0	1	0	0	0	0	1
2360	Instr Fac AY	2	1	Male	1	1	0	0	0	0	0	
				Female	1	0	1	0	0	0	0	0
Grand Total #		5	3	Male #	1	1	0	0	0	0	0	
Grand Total %			60.0	Male %	20.0	20.0	0.0	0.0	0.0	0.0	0.0	
				Female #	4	1	2	0	0	0	1	
				Female%	80.0	20.0	40.0	0.0	0.0	0.0	20.0	

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Anthropological Studies Center

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
7888	Laboratory Assistant I	9	3	Male	2	0	0	2	0	0	0	0
				Female	7	6	0	0	1	0	0	0
7879	Laboratory Assistant II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
5683	Research Technician I	7	1	Male	4	4	0	0	0	0	0	0
				Female	3	2	0	0	1	0	0	0
5681	Research Technician II	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8539	Assoc, Acad & Inst Studies I-NE	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
5784	Assoc, Acad & Instit Studies I	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3312	Administrator II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3318	Administrator I	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
5783	Assoc, Acad & Instit Studies 2	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		25	5	Male #	12	10	0	2	0	0	0	0
Grand Total %			20.0	Male %	48.0	40.0	0.0	8.0	0.0	0.0	0.0	0.0
				Female #	13	10	1	0	2	0	0	0
				Female%	52.0	40.0	4.0	0.0	8.0	0.0	0.0	0.0

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Anthropology

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1150	Instr Stdnt Asst	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
2358-3	Lecturer AY-3 years	2	2	Male	1	0	0	1	0	0	0	0	
				Female	1	0	0	0	0	0	0	1	
2358-1	Lecturer AY-1 year	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
2360	Instr Fac AY	6	0	Male	3	3	0	0	0	0	0	0	
				Female	3	3	0	0	0	0	0	0	
Grand Total #		10	2	Male #	5	4	0	1	0	0	0	0	
Grand Total %			20.0	Male %	50.0	40.0	0.0	10.0	0.0	0.0	0.0	0.0	
				Female #	5	4	0	0	0	0	0	1	
				Female%	50.0	40.0	0.0	0.0	0.0	0.0	0.0	10.0	

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Art

				Total		Total							
Job Code	Job Title	EMP	MIN	EMP		W	AA	H	A	NA	PI	2+	
2358-1	Lecturer AY-1 year	3	0	Male	1	1	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	
1038	Admin Analyst/Spclst 12 Mo	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
1619	Instructional Support Tech III	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
2358-3	Lecturer AY-3 years	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
2360	Instr Fac AY	7	1	Male	3	3	0	0	0	0	0	0	
				Female	4	3	0	0	0	0	0	0	1
Grand Total #		13	1	Male #	4	4	0	0	0	0	0	0	
Grand Total %			7.7	Male %	30.8	30.8	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	9	8	0	0	0	0	0	1	
				Female%	69.2	61.5	0.0	0.0	0.0	0.0	0.0	7.7	

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Art Gallery

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

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Athletics

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1032	Admin Support Assistant 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
0800	Pub Affairs/Comm Spec 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2383	Coaching Assistant 10 Mo	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8185	Athletic Trainer II 12 Mo	3	0	Male	1	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2382	Coaching Assistant 12 Mo	9	3	Male	6	4	0	2	0	0	0	0
				Female	3	2	0	0	0	0	0	1
8190	Head Athletic Trainer 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2376	Coach 12 Mo	8	1	Male	5	4	0	0	1	0	0	0
				Female	3	3	0	0	0	0	0	0
2379	Coaching Specialist 12 Mo	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3312	Administrator II	2	1	Male	2	1	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
3306	Administrator III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1
Grand Total #		29	8	Male #	17	12	0	3	2	0	0	0
Grand Total %			27.6	Male %	58.6	41.4	0.0	10.3	6.9	0.0	0.0	0.0
				Female #	12	9	0	1	0	0	0	2
				Female%	41.4	31.0	0.0	3.4	0.0	0.0	0.0	6.9

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Biology

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
2354	Teaching Associate AY	9	2	Male	4	3	0	1	0	0	0	0
				Female	5	4	0	1	0	0	0	0
2325	Graduate Assistant Monthly	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
2355	Graduate Assistant	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
5683	Research Technician I	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1035	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358-1	Lecturer AY-1 year	4	0	Male	1	1	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
2358-S	Lecturer AY-semester	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
1038	Admin Analyst/Spclst 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1617	Instructional Support Tech II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358-3	Lecturer AY-3 years	3	0	Male	1	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
1619	Instructional Support Tech III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2360	Instr Fac AY	10	2	Male	9	7	0	0	2	0	0	0
				Female	1	1	0	0	0	0	0	0

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Biology

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
	Grand Total #	35	7	Male #	15	12	0	1	2	0	0	0
	Grand Total %		20.0	Male %	42.9	34.3	0.0	2.9	5.7	0.0	0.0	0.0
				Female #	20	16	0	3	1	0	0	0
				Female%	57.1	45.7	0.0	8.6	2.9	0.0	0.0	0.0

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Box Office

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

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Bus Econ Instruction

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

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Business Administration

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2358-S	Lecturer AY-semester	2	0	Male	1	1	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
2358-3	Lecturer AY-3 years	5	1	Male	4	3	0	0	1	0	0	0	
				Female	1	1	0	0	0	0	0	0	
2358-1	Lecturer AY-1 year	2	0	Male	2	2	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
3084	SSP III	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
2360	Instr Fac AY	20	8	Male	11	7	0	1	3	0	0	0	
				Female	9	5	0	0	4	0	0	0	
Grand Total #		30	10	Male #	18	13	0	1	4	0	0	0	
Grand Total %			33.3	Male %	60.0	43.3	0.0	3.3	13.3	0.0	0.0	0.0	
				Female #	12	7	0	1	4	0	0	0	
				Female%	40.0	23.3	0.0	3.3	13.3	0.0	0.0	0.0	

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Campus Housing

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

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Campus Life Programing

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

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Campus Prints

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1480	Reprographics Specialist I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
1035	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1482	Reprographics Specialist III	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3318	Administrator I	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		4	1	Male #	2	2	0	0	0	0	0	0
Grand Total %			25.0	Male %	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	2	1	0	0	1	0	0	0
				Female%	50.0	25.0	0.0	0.0	25.0	0.0	0.0	0.0

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Capital Planning Design Constr

				Total		Total							
Job Code	Job Title	EMP	MIN	EMP		W	AA	H	A	NA	PI	2+	
6265	Facilities Project Supv	2	1	Male	2	1	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0		
3312	Administrator II	2	0	Male	0	0	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	
Grand Total #		4	1	Male #	2	1	0	1	0	0	0	0	
Grand Total %			25.0	Male %	50.0	25.0	0.0	25.0	0.0	0.0	0.0	0.0	
				Female #	2	2	0	0	0	0	0	0	
				Female%	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Career Services

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

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Center for Performing Arts

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
0840	Performing Arts Tech 12 Mo	21	2	Male	11	9	0	2	0	0	0	0
				Female	10	10	0	0	0	0	0	0
0800	Pub Affairs/Comm Spec 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2866	Accompanist II	8	4	Male	5	4	0	0	0	0	0	1
				Female	3	0	0	0	2	0	0	1
6951	Piano Technician II	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		31	6	Male #	17	14	0	2	0	0	0	1
Grand Total %			19.4	Male %	54.8	45.2	0.0	6.5	0.0	0.0	0.0	3.2
				Female #	14	11	0	0	2	0	0	1
				Female%	45.2	35.5	0.0	0.0	6.5	0.0	0.0	3.2

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Chemistry

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2358-1	Lecturer AY-1 year	2	1	Male	1	1	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	0	
2358-3	Lecturer AY-3 years	1	1	Male	1	0	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0	0	
2360	Instr Fac AY	8	4	Male	5	3	0	0	2	0	0	0	
				Female	3	1	0	1	0	1	0	0	
Grand Total #		11	6	Male #	7	4	0	0	3	0	0	0	
Grand Total %			54.5	Male %	63.6	36.4	0.0	0.0	27.3	0.0	0.0	0.0	
				Female #	4	1	0	1	1	1	0	0	
				Female%	36.4	9.1	0.0	9.1	9.1	9.1	0.0	0.0	

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Chicano and Latino Studies

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2358-1	Lecturer AY-1 year	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
2358-3	Lecturer AY-3 years	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
2360	Instr Fac AY	3	3	Male	2	0	0	2	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
Grand Total #		5	5	Male #	2	0	0	2	0	0	0	0	
Grand Total %			100.0	Male %	40.0	0.0	0.0	40.0	0.0	0.0	0.0	0.0	
				Female #	3	0	0	3	0	0	0	0	
				Female%	60.0	0.0	0.0	60.0	0.0	0.0	0.0	0.0	

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Children's School

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1971	Early Childhood Teacher	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
0305	Cook II	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
1970	Early Childhood Master Teacher	2	0	Male	0	0	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	
3312	Administrator II	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		5	0	Male #	1	1	0	0	0	0	0	0	
Grand Total %			0.0	Male %	20.0	20.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	4	4	0	0	0	0	0	0	
				Female%	80.0	80.0	0.0	0.0	0.0	0.0	0.0	0.0	

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Common Mgmt Systems (CMS)

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1038	Admin Analyst/Spclst 12 Mo	3	1	Male	1	1	0	0	0	0	0	0	
				Female	2	1	0	1	0	0	0	0	
3318	Administrator I	2	0	Male	1	1	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
3086	SSP IV	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
3312	Administrator II	4	0	Male	0	0	0	0	0	0	0	0	
				Female	4	4	0	0	0	0	0	0	
0410	Operating Sys Analyst 12 Mo	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
0400	Analyst/Programmer 12 Mo	3	2	Male	2	0	0	0	1	0	0	1	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		14	3	Male #	4	2	0	0	1	0	0	1	
Grand Total %			21.4	Male %	28.6	14.3	0.0	0.0	7.1	0.0	0.0	7.1	
				Female #	10	9	0	1	0	0	0	0	
				Female%	71.4	64.3	0.0	7.1	0.0	0.0	0.0	0.0	

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Communication Studies

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1038	Admin Analyst/Spclst 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358-1	Lecturer AY-1 year	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2358-3	Lecturer AY-3 years	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2360	Instr Fac AY	6	1	Male	2	2	0	0	0	0	0	0
				Female	4	3	0	1	0	0	0	0
Grand Total #			9	2	Male #	3	3	0	0	0	0	0
Grand Total %				22.2	Male %	33.3	33.3	0.0	0.0	0.0	0.0	0.0
					Female #	6	4	0	2	0	0	0
					Female%	66.7	44.4	0.0	22.2	0.0	0.0	0.0

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Computer Operations

				Total		Total							
Job Code	Job Title	EMP	MIN	EMP		W	AA	H	A	NA	PI	2+	
0410	Operating Sys Analyst 12 Mo	8	1	Male	8	7	0	0	0	0	0	1	
				Female	0	0	0	0	0	0	0		
0400	Analyst/Programmer 12 Mo	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		9	1	Male #	9	8	0	0	0	0	0	1	
Grand Total %			11.1	Male %	100.0	88.9	0.0	0.0	0.0	0.0	0.0	11.1	
				Female #	0	0	0	0	0	0	0	0	
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Computer Science

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358	Lecturer AY	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2358-1	Lecturer AY-1 year	3	1	Male	3	2	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2358-S	Lecturer AY-semester	3	0	Male	3	3	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2358-3	Lecturer AY-3 years	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2360	Instr Fac AY	8	3	Male	4	3	0	0	1	0	0	0
				Female	4	2	0	1	1	0	0	0
0410	Operating Sys Analyst 12 Mo	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		19	5	Male #	14	11	0	2	1	0	0	0
Grand Total %			26.3	Male %	73.7	57.9	0.0	10.5	5.3	0.0	0.0	0.0
				Female #	5	3	0	1	1	0	0	0
				Female%	26.3	15.8	0.0	5.3	5.3	0.0	0.0	0.0

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Conference and Event Services

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1038	Admin Analyst/Spclst 12 Mo	3	1	Male	0	0	0	0	0	0	0	0	
				Female	3	2	0	1	0	0	0	0	
1035	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
3312	Administrator II	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		5	1	Male #	0	0	0	0	0	0	0	0	
				Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	5	4	0	1	0	0	0	0	
				Female%	100.0	80.0	0.0	20.0	0.0	0.0	0.0	0.0	

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Counseling

				Total		Total							
Job Code	Job Title	EMP	MIN	EMP		W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	1	0	0	0	0	0	
2358-1	Lecturer AY-1 year	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
2358-3	Lecturer AY-3 years	5	2	Male	3	3	0	0	0	0	0	0	
				Female	2	0	0	2	0	0	0	0	
2358-S	Lecturer AY-semester	4	0	Male	0	0	0	0	0	0	0	0	
				Female	4	4	0	0	0	0	0	0	
2360	Instr Fac AY	4	0	Male	3	3	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		15	3	Male #	6	6	0	0	0	0	0	0	
Grand Total %			20.0	Male %	40.0	40.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	9	6	1	2	0	0	0	0	
				Female%	60.0	40.0	6.7	13.3	0.0	0.0	0.0	0.0	

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Counseling Psychological Svc

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2338	Post-Doctoral Counselor Int/FI	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
1035	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
3071	SSP Academic Related I AY	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	0	
3073	SSP Academic Related II AY	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
3312	Administrator II	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		5	1	Male #	1	1	0	0	0	0	0	0	
Grand Total %			20.0	Male %	20.0	20.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	4	3	0	0	1	0	0	0	
				Female%	80.0	60.0	0.0	0.0	20.0	0.0	0.0	0.0	

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Credential Office

				Total		Total							
Job Code	Job Title	EMP	MIN	EMP		W	AA	H	A	NA	PI	2+	
2628	Credential Analyst I	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
3084	SSP III	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
Grand Total #		2	2	Male #	0	0	0	0	0	0	0	0	
Grand Total %			100.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	2	0	0	2	0	0	0	0	
				Female%	100.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Criminology_Criminal Justice

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

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Ctr for Acad Access and Std En

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
3082	SSP II	2	2	Male	0	0	0	0	0	0	0	0	
				Female	2	0	0	2	0	0	0	0	
3312	Administrator II	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
3306	Administrator III	1	1	Male	1	0	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		4	4	Male #	2	0	1	1	0	0	0	0	
Grand Total %			100.0	Male %	50.0	0.0	25.0	25.0	0.0	0.0	0.0	0.0	
				Female #	2	0	0	2	0	0	0	0	
				Female%	50.0	0.0	0.0	50.0	0.0	0.0	0.0	0.0	

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Ctr for Community Engagement

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	1	0	0	0	0	0	
1038	Admin Analyst/Spclst 12 Mo	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
3318	Administrator I	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		3	2	Male #	0	0	0	0	0	0	0	0	
Grand Total %			66.7	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	3	1	1	1	0	0	0	0	
				Female%	100.0	33.3	33.3	33.3	0.0	0.0	0.0	0.0	

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Ctr for Environmental Inquiry

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

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Ctr Student Leadership Inv Svc

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
3079	SSP I	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3084	SSP III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
3086	SSP IV	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3312	Administrator II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		4	2	Male #	1	0	0	1	0	0	0	0
Grand Total %			50.0	Male %	25.0	0.0	0.0	25.0	0.0	0.0	0.0	0.0
				Female #	3	2	0	0	1	0	0	0
				Female%	75.0	50.0	0.0	0.0	25.0	0.0	0.0	0.0

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Culinary Services

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
0308	Food Service Worker I	7	6	Male	1	0	0	1	0	0	0	0
				Female	6	1	0	5	0	0	0	0
0309	Food Service Worker II	3	1	Male	2	2	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
0304	Cook I	10	4	Male	5	3	0	2	0	0	0	0
				Female	5	3	0	1	0	1	0	0
0305	Cook II	8	4	Male	7	3	0	4	0	0	0	0
				Female	1	1	0	0	0	0	0	0
0310	Food Service Worker I Lead	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
0311	Food Service Worker II Lead	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3318	Administrator I	7	2	Male	5	3	0	1	0	0	0	1
				Female	2	2	0	0	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3312	Administrator II	7	1	Male	4	3	0	0	0	0	0	1
				Female	3	3	0	0	0	0	0	0
Grand Total #		45	19	Male #	24	14	0	8	0	0	0	2
Grand Total %			42.2	Male %	53.3	31.1	0.0	17.8	0.0	0.0	0.0	4.4
				Female #	21	12	0	8	0	1	0	0
				Female%	46.7	26.7	0.0	17.8	0.0	2.2	0.0	0.0

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Curr Studies Sec Education

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
2358-3	Lecturer AY-3 years	6	1	Male	3	3	0	0	0	0	0	0
				Female	3	2	0	0	0	0	0	1
2358-1	Lecturer AY-1 year	2	1	Male	1	0	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358-S	Lecturer AY-semester	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2360	Instr Fac AY	4	2	Male	2	1	0	0	1	0	0	0
				Female	2	1	0	1	0	0	0	0
Grand Total #		14	4	Male #	6	4	0	1	1	0	0	0
Grand Total %			28.6	Male %	42.9	28.6	0.0	7.1	7.1	0.0	0.0	0.0
				Female #	8	6	0	1	0	0	0	1
				Female%	57.1	42.9	0.0	7.1	0.0	0.0	0.0	7.1

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Degree Completion (hutchins)

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

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Development Projects

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

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Disability Svcs for Students

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
3084	SSP III	2	0	Male	1	1	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
0420	Info Tech Consultant 12 Mo	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
3086	SSP IV	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
3312	Administrator II	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		6	1	Male #	2	2	0	0	0	0	0	0	
Grand Total %			16.7	Male %	33.3	33.3	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	4	3	0	1	0	0	0	0	
				Female%	66.7	50.0	0.0	16.7	0.0	0.0	0.0	0.0	

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Early Academic Outreach

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3082	SSP II	2	2	Male	2	0	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3318	Administrator I	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3306	Administrator III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		5	3	Male #	2	0	0	2	0	0	0	0
Grand Total %			60.0	Male %	40.0	0.0	0.0	40.0	0.0	0.0	0.0	0.0
				Female #	3	2	0	1	0	0	0	0
				Female%	60.0	40.0	0.0	20.0	0.0	0.0	0.0	0.0

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Early Childhood Studies

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2358-1	Lecturer AY-1 year	6	1	Male	0	0	0	0	0	0	0	0	
				Female	6	5	0	1	0	0	0	0	
2358-S	Lecturer AY-semester	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
2358-3	Lecturer AY-3 years	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
2360	Instr Fac AY	7	2	Male	1	1	0	0	0	0	0	0	
				Female	6	4	0	0	1	0	0	1	
Grand Total #		15	3	Male #	1	1	0	0	0	0	0	0	
Grand Total %			20.0	Male %	6.7	6.7	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	14	11	0	1	1	0	0	1	
				Female%	93.3	73.3	0.0	6.7	6.7	0.0	0.0	6.7	

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Economics

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

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Ed Ldrshp and Spec Education

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
2358-1	Lecturer AY-1 year	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358-S	Lecturer AY-semester	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2358-3	Lecturer AY-3 years	3	0	Male	1	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2360	Instr Fac AY	5	2	Male	1	1	0	0	0	0	0	0
				Female	4	2	0	2	0	0	0	0
Grand Total #		11	2	Male #	2	2	0	0	0	0	0	0
Grand Total %			18.2	Male %	18.2	18.2	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	9	7	0	2	0	0	0	0
				Female%	81.8	63.6	0.0	18.2	0.0	0.0	0.0	0.0

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Education and Public Outreach

		Total		Total								
Job Code	Job Title	EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	
0820	Graphic Designer 12 Mo	1	0	Male	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	
3312	Administrator II	1	0	Male	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	
Grand Total #		3	1	Male #	0	0	0	0	0	0	0	
Grand Total %			33.3	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	3	2	0	1	0	0	0	
				Female%	100.0	66.7	0.0	33.3	0.0	0.0	0.0	

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Empl Relations Complnc Svcs

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

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Employment Services

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1170	Cnfdntl Office Support 12 Mo	2	2	Male	0	0	0	0	0	0	0	0	
				Female	2	0	0	1	1	0	0	0	
1176	Cnfdntl Admin Support 12 Mo	3	0	Male	0	0	0	0	0	0	0	0	
				Female	3	3	0	0	0	0	0	0	
3312	Administrator II	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		6	2	Male #	0	0	0	0	0	0	0	0	
				Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
				Female #	6	4	0	1	1	0	0	0	
				Female%	100.0	66.7	0.0	16.7	16.7	0.0	0.0	0.0	

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Engineering Degree Program

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358-1	Lecturer AY-1 year	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2358-S	Lecturer AY-semester	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
0430	Network Analyst 12 Mo	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2358-3	Lecturer AY-3 years	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2360	Instr Fac AY	3	1	Male	3	2	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		9	1	Male #	7	6	0	0	1	0	0	0
Grand Total %			11.1	Male %	77.8	66.7	0.0	0.0	11.1	0.0	0.0	0.0
				Female #	2	2	0	0	0	0	0	0
				Female%	22.2	22.2	0.0	0.0	0.0	0.0	0.0	0.0

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: English

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2358-1	Lecturer AY-1 year	7	0	Male	1	1	0	0	0	0	0	0	
				Female	6	6	0	0	0	0	0	0	
2358-S	Lecturer AY-semester	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
2358-3	Lecturer AY-3 years	6	1	Male	1	1	0	0	0	0	0	0	
				Female	5	4	0	1	0	0	0	0	
1038	Admin Analyst/Spclst 12 Mo	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
2360	Instr Fac AY	12	2	Male	5	5	0	0	0	0	0	0	
				Female	7	5	1	0	1	0	0	0	
Grand Total #		27	4	Male #	7	7	0	0	0	0	0	0	
Grand Total %			14.8	Male %	25.9	25.9	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	20	16	1	2	1	0	0	0	
				Female%	74.1	59.3	3.7	7.4	3.7	0.0	0.0	0.0	

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Ent. Activities Marketing

				Total		Total							
Job Code	Job Title	EMP	MIN	EMP		W	AA	H	A	NA	PI	2+	
0820	Graphic Designer 12 Mo	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
3318	Administrator I	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		2	0	Male #	0	0	0	0	0	0	0	0	
Grand Total %			0.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	2	2	0	0	0	0	0	0	
				Female%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Entrepreneurial Activities

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1038	Admin Analyst/Spclst 12 Mo	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
3312	Administrator II	2	0	Male	1	1	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
3300	Administrator IV	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		4	0	Male #	2	2	0	0	0	0	0	0	
Grand Total %			0.0	Male %	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	2	2	0	0	0	0	0	0	
				Female%	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: EOP

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
3082	SSP II	3	2	Male	2	0	0	2	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3084	SSP III	2	1	Male	1	0	1	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3086	SSP IV	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
Grand Total #		7	5	Male #	3	0	1	2	0	0	0	0
Grand Total %			71.4	Male %	42.9	0.0	14.3	28.6	0.0	0.0	0.0	0.0
				Female #	4	2	1	0	1	0	0	0
				Female%	57.1	28.6	14.3	0.0	14.3	0.0	0.0	0.0

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Facilities Administration

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo	2	0	Male	0	0	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	
1038	Admin Analyst/Spclst 12 Mo	2	1	Male	0	0	0	0	0	0	0	0	
				Female	2	1	0	0	1	0	0	0	
3318	Administrator I	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
3312	Administrator II	2	1	Male	1	1	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	0	
3300	Administrator IV	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		8	2	Male #	3	3	0	0	0	0	0	0	
Grand Total %			25.0	Male %	37.5	37.5	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	5	3	0	0	2	0	0	0	
				Female%	62.5	37.5	0.0	0.0	25.0	0.0	0.0	0.0	

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Faculty Affairs

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1170	Cnfdntl Office Support 12 Mo	3	2	Male	0	0	0	0	0	0	0	0	
				Female	3	1	0	2	0	0	0	0	
1176	Cnfdntl Admin Support 12 Mo	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
3312	Administrator II	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		5	2	Male #	0	0	0	0	0	0	0	0	
Grand Total %			40.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	5	3	0	2	0	0	0	0	
				Female%	100.0	60.0	0.0	40.0	0.0	0.0	0.0	0.0	

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Faculty Center

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
0420	Info Tech Consultant 12 Mo	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3318	Administrator I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3312	Administrator II	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		5	1	Male #	3	3	0	0	0	0	0	0
Grand Total %			20.0	Male %	60.0	60.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	2	1	0	1	0	0	0	0
				Female%	40.0	20.0	0.0	20.0	0.0	0.0	0.0	0.0

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Financial Aid

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo	2	1	Male	2	1	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
3082	SSP II	5	2	Male	3	2	0	1	0	0	0	0	
				Female	2	1	0	1	0	0	0	0	0
3084	SSP III	3	1	Male	0	0	0	0	0	0	0	0	
				Female	3	2	0	1	0	0	0	0	0
3086	SSP IV	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	0
3312	Administrator II	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	0
Grand Total #		12	5	Male #	5	3	0	2	0	0	0	0	
Grand Total %			41.7	Male %	41.7	25.0	0.0	16.7	0.0	0.0	0.0	0.0	
				Female #	7	4	0	3	0	0	0	0	
				Female%	58.3	33.3	0.0	25.0	0.0	0.0	0.0	0.0	

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Financial Services

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

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Geography, Environment & Plan.

				Total		Total							
Job Code	Job Title	EMP	MIN	EMP		W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
1038	Admin Analyst/Spclst 12 Mo	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
2358-1	Lecturer AY-1 year	3	0	Male	2	2	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
2358-3	Lecturer AY-3 years	2	0	Male	2	2	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
2360	Instr Fac AY	9	4	Male	6	2	0	2	1	0	0	1	
				Female	3	3	0	0	0	0	0	0	
Grand Total #		16	4	Male #	10	6	0	2	1	0	0	1	
Grand Total %			25.0	Male %	62.5	37.5	0.0	12.5	6.3	0.0	0.0	6.3	
				Female #	6	6	0	0	0	0	0	0	
				Female%	37.5	37.5	0.0	0.0	0.0	0.0	0.0	0.0	

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Geology

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2358-3	Lecturer AY-3 years	3	0	Male	1	1	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	
3088	SSP III 10 Mo	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
2360	Instr Fac AY	4	0	Male	2	2	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	
Grand Total #		8	0	Male #	4	4	0	0	0	0	0	0	
Grand Total %			0.0	Male %	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	4	4	0	0	0	0	0	0	
				Female%	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: GMC Administration

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

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: GMC Back of House

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
0840	Performing Arts Tech 12 Mo	4	1	Male	4	3	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
3312	Administrator II	2	0	Male	2	2	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		6	1	Male #	6	5	0	1	0	0	0	0	
Grand Total %			16.7	Male %	100.0	83.3	0.0	16.7	0.0	0.0	0.0	0.0	
				Female #	0	0	0	0	0	0	0	0	
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: GMC Fundraising

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

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: GMC Hospitality Center

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

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: GMC House Operations

				Total		Total							
Job Code	Job Title	EMP	MIN	EMP		W	AA	H	A	NA	PI	2+	
3318	Administrator I	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
3312	Administrator II	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	0
Grand Total #		2	1	Male #	1	1	0	0	0	0	0	0	
Grand Total %			50.0	Male %	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	1	0	0	1	0	0	0	0	
				Female%	50.0	0.0	0.0	50.0	0.0	0.0	0.0	0.0	

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: GMC Housekeeping

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

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: GMC Marketing

				Total		Total							
Job Code	Job Title	EMP	MIN	EMP		W	AA	H	A	NA	PI	2+	
0800	Pub Affairs/Comm Spec 12 Mo	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
3318	Administrator I	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		2	0	Male #	1	1	0	0	0	0	0	0	
Grand Total %			0.0	Male %	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	1	1	0	0	0	0	0	0	
				Female%	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Graton Rancheria Endowed Chair

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

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Health and Wellness

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

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: History

				Total		Total							
Job Code	Job Title	EMP	MIN	EMP		W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
1038	Admin Analyst/Spclst 12 Mo	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
2358-1	Lecturer AY-1 year	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
2358-3	Lecturer AY-3 years	3	0	Male	2	2	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
2360	Instr Fac AY	6	0	Male	3	3	0	0	0	0	0	0	
				Female	3	3	0	0	0	0	0	0	
Grand Total #		12	0	Male #	6	6	0	0	0	0	0	0	
Grand Total %			0.0	Male %	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	6	6	0	0	0	0	0	0	
				Female%	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Housekeeping

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
2010	Custodian	22	11	Male	9	5	0	4	0	0	0	0
				Female	13	6	0	5	1	0	0	1
2015	Lead Custodian	4	3	Male	2	0	2	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
6223	Laborer	6	3	Male	5	3	0	2	0	0	0	0
				Female	1	0	0	1	0	0	0	0
6366	Heavy Equip Operator/Bus Drive	1	1	Male	1	0	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0
3318	Administrator I	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
3312	Administrator II	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		35	19	Male #	19	9	2	6	1	0	0	1
Grand Total %			54.3	Male %	54.3	25.7	5.7	17.1	2.9	0.0	0.0	2.9
				Female #	16	7	0	7	1	0	0	1
				Female%	45.7	20.0	0.0	20.0	2.9	0.0	0.0	2.9

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: HUB Cultural Center

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

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Human Development

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

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Human Resources

				Total		Total						
Job Code	Job Title	EMP	MIN	EMP		W	AA	H	A	NA	PI	2+
1170	Cnfdntl Office Support 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3312	Administrator II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
Grand Total #		2	1	Male #	0	0	0	0	0	0	0	0
Grand Total %			50.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	2	1	0	0	1	0	0	0
				Female%	100.0	50.0	0.0	0.0	50.0	0.0	0.0	0.0

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Hutchins School of Lib Studies

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
2325	Graduate Assistant Monthly	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3084	SSP III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358-3	Lecturer AY-3 years	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2360	Instr Fac AY	9	3	Male	5	2	1	1	1	0	0	0
				Female	4	4	0	0	0	0	0	0
Grand Total #		14	3	Male #	6	3	1	1	1	0	0	0
Grand Total %			21.4	Male %	42.9	21.4	7.1	7.1	7.1	0.0	0.0	0.0
				Female #	8	8	0	0	0	0	0	0
				Female%	57.1	57.1	0.0	0.0	0.0	0.0	0.0	0.0

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Information Technology

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

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Kinesiology

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
2358-1	Lecturer AY-1 year	4	0	Male	2	2	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2358-S	Lecturer AY-semester	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2358-3	Lecturer AY-3 years	4	0	Male	1	1	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
1615	Instructional Support Tech I	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2360	Instr Fac AY	5	1	Male	2	2	0	0	0	0	0	0
				Female	3	2	0	0	1	0	0	0
Grand Total #		17	2	Male #	6	6	0	0	0	0	0	0
Grand Total %			11.8	Male %	35.3	35.3	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	11	9	0	1	1	0	0	0
				Female%	64.7	52.9	0.0	5.9	5.9	0.0	0.0	0.0

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Landscaping

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
0731	Groundswoker	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
0745	Gardening Specialist	6	3	Male	6	3	0	3	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
0726	Lead Groundswoker	4	0	Male	4	4	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
0735	Irrigation Specialist	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
6366	Heavy Equip Operator/Bus Drive	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		13	3	Male #	13	10	0	3	0	0	0	0	
Grand Total %			23.1	Male %	100.0	76.9	0.0	23.1	0.0	0.0	0.0	0.0	
				Female #	0	0	0	0	0	0	0	0	
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Liberal Studies Ukiah

				Total		Total							
Job Code	Job Title	EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
2358-3	Lecturer AY-3 years	2	0	Male	1	1	0	0	0	0	0		
				Female	1	1	0	0	0	0	0		
Grand Total #		2	0	Male #	1	1	0	0	0	0	0		
Grand Total %			0.0	Male %	50.0	50.0	0.0	0.0	0.0	0.0	0.0		
				Female #	1	1	0	0	0	0	0		
				Female%	50.0	50.0	0.0	0.0	0.0	0.0	0.0		

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Library Administration

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1615	Instructional Support Tech I	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
2887	Library Services Spec II	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
2888	Library Services Spec III	4	0	Male	1	1	0	0	0	0	0	0	
				Female	3	3	0	0	0	0	0	0	
1741	Accounting Technician II	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
1038	Admin Analyst/Spclst 12 Mo	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
2889	Library Services Spec IV	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
2920	Librarian 12 Mo	7	2	Male	0	0	0	0	0	0	0	0	
				Female	7	5	0	2	0	0	0	0	
1170	Cnfdntl Office Support 12 Mo	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
0420	Info Tech Consultant 12 Mo	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
3318	Administrator I	2	0	Male	1	1	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
3312	Administrator II	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		21	3	Male #	3	3	0	0	0	0	0	0	
Grand Total %			14.3	Male %	14.3	14.3	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	18	15	0	3	0	0	0	0	
				Female%	85.7	71.4	0.0	14.3	0.0	0.0	0.0	0.0	

Sonoma State University

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Workforce Analysis

Organizational Unit: Library Faculty

				Total		Total						
Job Code	Job Title	EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2920	Librarian 12 Mo	1	0	Male	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	
Grand Total #		1	0	Male #	0	0	0	0	0	0	0	
Grand Total %			0.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	1	1	0	0	0	0	0	
				Female%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	

Sonoma State University

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Workforce Analysis

Organizational Unit: Lifelong Learning Institute-NC

				Total		Total							
Job Code	Job Title	EMP	MIN	EMP		W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
5182	Extended Ed Specialist II	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		2	0	Male #	0	0	0	0	0	0	0	0	
Grand Total %			0.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	2	2	0	0	0	0	0	0	
				Female%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Literacy Studies and Elem Educ

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2358	Lecturer AY	2	2	Male	0	0	0	0	0	0	0	0	
				Female	2	0	0	2	0	0	0	0	
2358-1	Lecturer AY-1 year	3	1	Male	1	0	0	1	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	
2358-S	Lecturer AY-semester	2	0	Male	0	0	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	
2358-3	Lecturer AY-3 years	7	1	Male	1	1	0	0	0	0	0	0	
				Female	6	5	1	0	0	0	0	0	
2360	Instr Fac AY	3	0	Male	0	0	0	0	0	0	0	0	
				Female	3	3	0	0	0	0	0	0	
Grand Total #		17	4	Male #	2	1	0	1	0	0	0	0	
Grand Total %			23.5	Male %	11.8	5.9	0.0	5.9	0.0	0.0	0.0	0.0	
				Female #	15	12	1	2	0	0	0	0	
				Female%	88.2	70.6	5.9	11.8	0.0	0.0	0.0	0.0	

Sonoma State University

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Workforce Analysis

Organizational Unit: Mail and Receiving

				Total		Total							
Job Code	Job Title	EMP	MIN	EMP		W	AA	H	A	NA	PI	2+	
1505	Mail Clerk	2	1	Male	0	0	0	0	0	0	0	0	
				Female	2	1	0	0	1	0	0	0	
1504	Mail Services Supervisor I	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		3	1	Male #	1	1	0	0	0	0	0	0	
Grand Total %			33.3	Male %	33.3	33.3	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	2	1	0	0	1	0	0	0	
				Female%	66.7	33.3	0.0	0.0	33.3	0.0	0.0	0.0	

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Maintenance

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
6474	Sprvsng Carpenter	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		1	0	Male #	1	1	0	0	0	0	0	0	
Grand Total %			0.0	Male %	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	0	0	0	0	0	0	0	0	
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Marketing

				Total		Total							
Job Code	Job Title	EMP	MIN	EMP		W	AA	H	A	NA	PI	2+	
0820	Graphic Designer 12 Mo	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
0800	Pub Affairs/Comm Spec 12 Mo	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	0	
Grand Total #		2	1	Male #	1	1	0	0	0	0	0	0	
Grand Total %			50.0	Male %	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	1	0	0	0	1	0	0	0	
				Female%	50.0	0.0	0.0	0.0	50.0	0.0	0.0	0.0	

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Mathematics

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1150	Instr Stdnt Asst	14	3	Male	1	1	0	0	0	0	0	0
				Female	13	10	0	1	1	0	0	1
2358-1	Lecturer AY-1 year	5	1	Male	2	2	0	0	0	0	0	0
				Female	3	2	0	1	0	0	0	0
2358-3	Lecturer AY-3 years	7	0	Male	5	5	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2360	Instr Fac AY	13	3	Male	5	3	0	1	1	0	0	0
				Female	8	7	0	1	0	0	0	0
Grand Total #		39	7	Male #	13	11	0	1	1	0	0	0
Grand Total %			17.9	Male %	33.3	28.2	0.0	2.6	2.6	0.0	0.0	0.0
				Female #	26	21	0	3	1	0	0	1
				Female%	66.7	53.8	0.0	7.7	2.6	0.0	0.0	2.6

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Modern Languages Literature

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
2354	Teaching Associate AY	3	3	Male	0	0	0	0	0	0	0	0
				Female	3	0	0	3	0	0	0	0
2358-S	Lecturer AY-semester	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1035	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358-1	Lecturer AY-1 year	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2358-3	Lecturer AY-3 years	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2360	Instr Fac AY	7	1	Male	2	1	0	0	0	0	0	1
				Female	5	5	0	0	0	0	0	0
Grand Total #		14	6	Male #	2	1	0	0	0	0	0	1
Grand Total %			42.9	Male %	14.3	7.1	0.0	0.0	0.0	0.0	0.0	7.1
				Female #	12	7	0	5	0	0	0	0
				Female%	85.7	50.0	0.0	35.7	0.0	0.0	0.0	0.0

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Music

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1038	Admin Analyst/Spclst 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358-3	Lecturer AY-3 years	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2358-1	Lecturer AY-1 year	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2360	Instr Fac AY	7	1	Male	4	4	0	0	0	0	0	0
				Female	3	2	1	0	0	0	0	0
2358-5	Lecturer AY-5 years	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		12	2	Male #	6	5	0	1	0	0	0	0
Grand Total %			16.7	Male %	50.0	41.7	0.0	8.3	0.0	0.0	0.0	0.0
				Female #	6	5	1	0	0	0	0	0
				Female%	50.0	41.7	8.3	0.0	0.0	0.0	0.0	0.0

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Music Studio

				Total		Total							
Job Code	Job Title	EMP	MIN	EMP		W	AA	H	A	NA	PI	2+	
2358-1	Lecturer AY-1 year	2	0	Male	1	1	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
2358-3	Lecturer AY-3 years	12	2	Male	7	5	1	1	0	0	0	0	
				Female	5	5	0	0	0	0	0	0	
Grand Total #		14	2	Male #	8	6	1	1	0	0	0	0	
Grand Total %			14.3	Male %	57.1	42.9	7.1	7.1	0.0	0.0	0.0	0.0	
				Female #	6	6	0	0	0	0	0	0	
				Female%	42.9	42.9	0.0	0.0	0.0	0.0	0.0	0.0	

Sonoma State University

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Workforce Analysis

Organizational Unit: Native American Studies

				Total		Total							
Job Code	Job Title	EMP	MIN	EMP		W	AA	H	A	NA	PI	2+	
2358-3	Lecturer AY-3 years	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
2358-S	Lecturer AY-semester	1	1	Male	1	0	0	0	0	0	0	1	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		2	1	Male #	2	1	0	0	0	0	0	1	
Grand Total %			50.0	Male %	100.0	50.0	0.0	0.0	0.0	0.0	0.0	50.0	
				Female #	0	0	0	0	0	0	0	0	
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Network Security and Comm Svcs

				Total		Total							
Job Code	Job Title	EMP	MIN	EMP		W	AA	H	A	NA	PI	2+	
0430	Network Analyst 12 Mo	4	0	Male	2	2	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	
3312	Administrator II	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #			5	0	Male #	3	3	0	0	0	0	0	
Grand Total %				0.0	Male %	60.0	60.0	0.0	0.0	0.0	0.0	0.0	
					Female #	2	2	0	0	0	0	0	
					Female%	40.0	40.0	0.0	0.0	0.0	0.0	0.0	

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Northwest Information Center

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1032	Admin Support Assistant 12 Mo	11	3	Male	7	5	0	1	1	0	0	0	
				Female	4	3	0	1	0	0	0	0	
1035	Admin Support Coord 12 Mo	2	1	Male	0	0	0	0	0	0	0	0	
				Female	2	1	0	0	0	1	0	0	
5683	Research Technician I	4	0	Male	1	1	0	0	0	0	0	0	
				Female	3	3	0	0	0	0	0	0	
7888	Laboratory Assistant I	2	0	Male	1	1	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		19	4	Male #	9	7	0	1	1	0	0	0	
Grand Total %			21.1	Male %	47.4	36.8	0.0	5.3	5.3	0.0	0.0	0.0	
				Female #	10	8	0	1	0	1	0	0	
				Female%	52.6	42.1	0.0	5.3	0.0	5.3	0.0	0.0	

Sonoma State University

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Workforce Analysis

Organizational Unit: Nursing

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1150	Instr Stdnt Asst	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1035	Admin Support Coord 12 Mo	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
2358-1	Lecturer AY-1 year	5	0	Male	0	0	0	0	0	0	0	0
				Female	5	5	0	0	0	0	0	0
2358-S	Lecturer AY-semester	3	0	Male	0	0	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
2358-3	Lecturer AY-3 years	6	1	Male	0	0	0	0	0	0	0	0
				Female	6	5	0	0	0	0	0	0
2360	Instr Fac AY	4	1	Male	0	0	0	0	0	0	0	0
				Female	4	3	0	0	0	0	0	0
2481	Dept Chair 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		22	3	Male #	0	0	0	0	0	0	0	0
Grand Total %			13.6	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	22	19	0	1	0	0	0	2
				Female%	100.0	86.4	0.0	4.5	0.0	0.0	0.0	9.1

Sonoma State University

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Workforce Analysis

Organizational Unit: Offc of the Dean Science Tech

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1150	Instr Stdnt Asst	6	6	Male	2	0	0	2	0	0	0	0
				Female	4	0	0	3	1	0	0	0
1035	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
1617	Instructional Support Tech II	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3086	SSP IV	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3312	Administrator II	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
3300	Administrator IV	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		14	7	Male #	3	0	0	3	0	0	0	0
Grand Total %			50.0	Male %	21.4	0.0	0.0	21.4	0.0	0.0	0.0	0.0
				Female #	11	7	0	3	1	0	0	0
				Female%	78.6	50.0	0.0	21.4	7.1	0.0	0.0	0.0

Sonoma State University

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Workforce Analysis

Organizational Unit: Office of the Dean A and H

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1150	Instr Stdnt Asst	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
3312	Administrator II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	0
3300	Administrator IV	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		5	1	Male #	0	0	0	0	0	0	0	0
Grand Total %			20.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	5	4	0	0	0	0	0	1
				Female%	100.0	80.0	0.0	0.0	0.0	0.0	0.0	20.0

Sonoma State University

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Workforce Analysis

Organizational Unit: Office of the Dean Bus Econ

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo	2	1	Male	0	0	0	0	0	0	0	0	
				Female	2	1	0	1	0	0	0	0	
1038	Admin Analyst/Spclst 12 Mo	3	0	Male	0	0	0	0	0	0	0	0	
				Female	3	3	0	0	0	0	0	0	
0800	Pub Affairs/Comm Spec 12 Mo	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	0	
3312	Administrator II	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
3300	Administrator IV	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		8	2	Male #	0	0	0	0	0	0	0	0	
Grand Total %			25.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	8	6	0	1	1	0	0	0	
				Female%	100.0	75.0	0.0	12.5	12.5	0.0	0.0	0.0	

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Office of the Dean Education

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1031	Admin Support Assistant 11/12	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1035	Admin Support Coord 12 Mo	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	0	0	1	0	0	0
1038	Admin Analyst/Spclst 12 Mo	3	0	Male	0	0	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
1037	Admin Analyst/Spclst 11/12	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3312	Administrator II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3300	Administrator IV	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		10	2	Male #	1	0	0	1	0	0	0	0
Grand Total %			20.0	Male %	10.0	0.0	0.0	10.0	0.0	0.0	0.0	0.0
				Female #	9	8	0	0	1	0	0	0
				Female%	90.0	80.0	0.0	0.0	10.0	0.0	0.0	0.0

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Office of the Dean Ext Edu

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1150	Instr Stdnt Asst	2	1	Male	2	1	0	0	0	0	0	1	
				Female	0	0	0	0	0	0	0		
1035	Admin Support Coord 12 Mo	3	2	Male	0	0	0	0	0	0	0	0	
				Female	3	1	0	2	0	0	0	0	
3082	SSP II	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
1038	Admin Analyst/Spclst 12 Mo	3	0	Male	0	0	0	0	0	0	0	0	
				Female	3	3	0	0	0	0	0	0	
3318	Administrator I	2	0	Male	1	1	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
3300	Administrator IV	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		12	3	Male #	5	4	0	0	0	0	0	1	
Grand Total %			25.0	Male %	41.7	33.3	0.0	0.0	0.0	0.0	0.0	8.3	
				Female #	7	5	0	2	0	0	0	0	
				Female%	58.3	41.7	0.0	16.7	0.0	0.0	0.0	0.0	

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Office of the Dean Soc Science

		Total		Total								
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1038	Admin Analyst/Spclst 12 Mo	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
3312	Administrator II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3300	Administrator IV	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		4	1	Male #	0	0	0	0	0	0	0	0
Grand Total %			25.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	4	3	0	1	0	0	0	0
				Female%	100.0	75.0	0.0	25.0	0.0	0.0	0.0	0.0

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Office of the President

				Total		Total							
Job Code	Job Title	EMP	MIN	EMP		W	AA	H	A	NA	PI	2+	
3300	Administrator IV	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	1	0	0	0	0	0	
2977	President	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	0	
Grand Total #		2	2	Male #	0	0	0	0	0	0	0	0	
Grand Total %			100.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	2	0	1	0	1	0	0	0	
				Female%	100.0	0.0	50.0	0.0	50.0	0.0	0.0	0.0	

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Office of the Provost and VP

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1176	Cnfdntl Admin Support 12 Mo	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
3312	Administrator II	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3300	Administrator IV	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		5	2	Male #	2	1	0	1	0	0	0	0
Grand Total %			40.0	Male %	40.0	20.0	0.0	20.0	0.0	0.0	0.0	0.0
				Female #	3	2	0	0	1	0	0	0
				Female%	60.0	40.0	0.0	0.0	20.0	0.0	0.0	0.0

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Office of the VP A and F

				Total		Total							
Job Code	Job Title	EMP	MIN	EMP		W	AA	H	A	NA	PI	2+	
3318	Administrator I	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
3300	Administrator IV	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		2	0	Male #	0	0	0	0	0	0	0	0	
Grand Total %			0.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	2	2	0	0	0	0	0	0	
				Female%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Office of VP for Advancement

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

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Office Reporting and Analytics

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

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Operations and Engineering

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
6250	Facilities Worker I	2	2	Male	2	0	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6251	Facilities Worker II	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
6526	Painter	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6940	Facilities Maintenance Mech	6	0	Male	6	6	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6642	Locksmith	1	1	Male	1	0	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0
6533	Electrician	3	0	Male	3	3	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6549	Plumber	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6702	Building Service Engineer	9	4	Male	9	5	1	2	1	0	0	0
				Female	0	0	0	0	0	0	0	0
6524	Sprvsng Painter	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6852	Lead Auto/Equip Mechanic	1	1	Male	1	0	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0
6265	Facilities Project Supv	1	1	Male	1	0	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0
6547	Sprvsng Plumber	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6699	Air Cond/Refrig Mechanic	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Operations and Engineering

		Total		Total								
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
6587	Supervising Metal Worker	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3312	Administrator II	3	1	Male	2	1	0	0	1	0	0	0
				Female	1	1	0	0	0	0	0	0
6700	Sprvsng Building Svc Engrn	1	1	Male	1	0	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0
Grand Total #		36	12	Male #	34	22	1	5	2	0	0	4
Grand Total %			33.3	Male %	94.4	61.1	2.8	13.9	5.6	0.0	0.0	11.1
				Female #	2	2	0	0	0	0	0	0
				Female%	5.6	5.6	0.0	0.0	0.0	0.0	0.0	0.0

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: OPHD

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

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Orientation and Family Program

				Total		Total						
Job Code	Job Title	EMP	MIN	EMP		W	AA	H	A	NA	PI	2+
1032	Admin Support Assistant 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3086	SSP IV	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		2	0	Male #	0	0	0	0	0	0	0	0
Grand Total %			0.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	2	2	0	0	0	0	0	0
				Female%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: ORSP Post-Award

				Total		Total							
Job Code	Job Title	EMP	MIN	EMP		W	AA	H	A	NA	PI	2+	
1038	Admin Analyst/Spclst 12 Mo	3	1	Male	0	0	0	0	0	0	0	0	
				Female	3	2	0	1	0	0	0	0	
1762	Accountant I	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
3318	Administrator I	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
3312	Administrator II	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
3300	Administrator IV	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		7	1	Male #	1	1	0	0	0	0	0	0	
Grand Total %			14.3	Male %	14.3	14.3	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	6	5	0	1	0	0	0	0	
				Female%	85.7	71.4	0.0	14.3	0.0	0.0	0.0	0.0	

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Parking

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
8810	Parking Officer 12 Mo	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
8820	Community Service Spec 12 Mo	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
3318	Administrator I	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
3312	Administrator II	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		4	1	Male #	2	1	0	1	0	0	0	0	
Grand Total %			25.0	Male %	50.0	25.0	0.0	25.0	0.0	0.0	0.0	0.0	
				Female #	2	2	0	0	0	0	0	0	
				Female%	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Payables

				Total		Total						
Job Code	Job Title	EMP	MIN	EMP		W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1740	Accounting Technician III	3	2	Male	1	0	1	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0
Grand Total #		4	2	Male #	1	0	1	0	0	0	0	0
Grand Total %			50.0	Male %	25.0	0.0	25.0	0.0	0.0	0.0	0.0	0.0
				Female #	3	2	0	0	1	0	0	0
				Female%	75.0	50.0	0.0	0.0	25.0	0.0	0.0	0.0

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Payroll and Benefits

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1101	Payroll Technician II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	4	3	Male	0	0	0	0	0	0	0	0
				Female	4	1	0	2	0	0	0	1
3318	Administrator I	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3312	Administrator II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		7	3	Male #	0	0	0	0	0	0	0	0
Grand Total %			42.9	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	7	4	0	2	0	0	0	1
				Female%	100.0	57.1	0.0	28.6	0.0	0.0	0.0	14.3

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Philosophy

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1037	Admin Analyst/Spclst 11/12	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
2358-3	Lecturer AY-3 years	3	0	Male	3	3	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
2360	Instr Fac AY	5	0	Male	3	3	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	
Grand Total #		9	0	Male #	6	6	0	0	0	0	0	0	
Grand Total %			0.0	Male %	66.7	66.7	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	3	3	0	0	0	0	0	0	
				Female%	33.3	33.3	0.0	0.0	0.0	0.0	0.0	0.0	

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Physics and Astronomy

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2358-S	Lecturer AY-semester	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
2358-3	Lecturer AY-3 years	3	0	Male	2	2	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
2360	Instr Fac AY	4	1	Male	3	2	0	0	1	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		8	1	Male #	6	5	0	0	1	0	0	0	
Grand Total %			12.5	Male %	75.0	62.5	0.0	0.0	12.5	0.0	0.0	0.0	
				Female #	2	2	0	0	0	0	0	0	
				Female%	25.0	25.0	0.0	0.0	0.0	0.0	0.0	0.0	

Sonoma State University

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Workforce Analysis

Organizational Unit: Political Science

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2325	Graduate Assistant Monthly	3	2	Male	1	1	0	0	0	0	0	0	
				Female	2	0	0	2	0	0	0	0	
2358-1	Lecturer AY-1 year	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	0
2358-3	Lecturer AY-3 years	5	0	Male	4	4	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	0
2360	Instr Fac AY	5	1	Male	3	2	0	0	1	0	0	0	
				Female	2	2	0	0	0	0	0	0	0
Grand Total #		14	3	Male #	8	7	0	0	1	0	0	0	
Grand Total %			21.4	Male %	57.1	50.0	0.0	0.0	7.1	0.0	0.0	0.0	
				Female #	6	4	0	2	0	0	0	0	
				Female%	42.9	28.6	0.0	14.3	0.0	0.0	0.0	0.0	

Sonoma State University

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Workforce Analysis

Organizational Unit: Pre-College Programs

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
3318	Administrator I	4	3	Male	2	0	0	2	0	0	0	0	
				Female	2	1	0	1	0	0	0	0	
3082	SSP II	2	2	Male	0	0	0	0	0	0	0	0	
				Female	2	0	0	2	0	0	0	0	
3084	SSP III	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	1	0	0	0	0	0	
3312	Administrator II	3	0	Male	0	0	0	0	0	0	0	0	
				Female	3	3	0	0	0	0	0	0	
Grand Total #		10	6	Male #	2	0	0	2	0	0	0	0	
Grand Total %			60.0	Male %	20.0	0.0	0.0	20.0	0.0	0.0	0.0	0.0	
				Female #	8	4	1	3	0	0	0	0	
				Female%	80.0	40.0	10.0	30.0	0.0	0.0	0.0	0.0	

Sonoma State University

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Workforce Analysis

Organizational Unit: Psychology

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358-S	Lecturer AY-semester	3	0	Male	1	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2358-1	Lecturer AY-1 year	4	3	Male	2	0	0	1	1	0	0	0
				Female	2	1	0	0	1	0	0	0
2358-3	Lecturer AY-3 years	8	0	Male	3	3	0	0	0	0	0	0
				Female	5	5	0	0	0	0	0	0
2360	Instr Fac AY	7	1	Male	1	1	0	0	0	0	0	0
				Female	6	5	0	1	0	0	0	0
2361	Instr Fac 12 Mo	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		25	4	Male #	8	6	0	1	1	0	0	0
Grand Total %			16.0	Male %	32.0	24.0	0.0	4.0	4.0	0.0	0.0	0.0
				Female #	17	15	0	1	1	0	0	0
				Female%	68.0	60.0	0.0	4.0	4.0	0.0	0.0	0.0

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Purchasing

				Total		Total							
Job Code	Job Title	EMP	MIN	EMP		W	AA	H	A	NA	PI	2+	
1038	Admin Analyst/Spclst 12 Mo	2	1	Male	0	0	0	0	0	0	0	0	
				Female	2	1	0	0	0	0	0	1	
4791	Buyer I	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
4792	Buyer II	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
3318	Administrator I	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	0	
3312	Administrator II	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		6	2	Male #	0	0	0	0	0	0	0	0	
Grand Total %			33.3	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	6	4	0	0	1	0	0	1	
				Female%	100.0	66.7	0.0	0.0	16.7	0.0	0.0	16.7	

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Rec Center Ops

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

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Receipts Receivables

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1740	Accounting Technician III	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
4555	Accountant II	2	1	Male	0	0	0	0	0	0	0	0	
				Female	2	1	0	1	0	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	0
3306	Administrator III	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	0
Grand Total #		5	2	Male #	1	1	0	0	0	0	0	0	
Grand Total %			40.0	Male %	20.0	20.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	4	2	0	2	0	0	0	0	
				Female%	80.0	40.0	0.0	40.0	0.0	0.0	0.0	0.0	

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Residential Life Programs

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3084	SSP III	6	3	Male	2	1	0	1	0	0	0	0
				Female	4	2	2	0	0	0	0	0
3318	Administrator I	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		8	4	Male #	3	1	1	1	0	0	0	0
Grand Total %			50.0	Male %	37.5	12.5	12.5	12.5	0.0	0.0	0.0	0.0
				Female #	5	3	2	0	0	0	0	0
				Female%	62.5	37.5	25.0	0.0	0.0	0.0	0.0	0.0

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Risk Mgmt

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

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Scheduling

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

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Seawolf Services

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1032	Admin Support Assistant 12 Mo	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
1038	Admin Analyst/Spclst 12 Mo	6	1	Male	0	0	0	0	0	0	0	0	
				Female	6	5	0	0	0	0	0	1	
3312	Administrator II	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		8	1	Male #	0	0	0	0	0	0	0	0	
Grand Total %			12.5	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	8	7	0	0	0	0	0	1	
				Female%	100.0	87.5	0.0	0.0	0.0	0.0	0.0	12.5	

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Social Science Instruction

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1150	Instr Stdnt Asst	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
Grand Total #		1	1	Male #	0	0	0	0	0	0	0	0	
Grand Total %			100.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	1	0	0	1	0	0	0	0	
				Female%	100.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Sociology

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2358-3	Lecturer AY-3 years	4	1	Male	1	1	0	0	0	0	0	0	
				Female	3	2	0	1	0	0	0	0	
2358-1	Lecturer AY-1 year	4	0	Male	3	3	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
2360	Instr Fac AY	6	3	Male	3	1	0	2	0	0	0	0	
				Female	3	2	0	0	1	0	0	0	
Grand Total #		14	4	Male #	7	5	0	2	0	0	0	0	
Grand Total %			28.6	Male %	50.0	35.7	0.0	14.3	0.0	0.0	0.0	0.0	
				Female #	7	5	0	1	1	0	0	0	
				Female%	50.0	35.7	0.0	7.1	7.1	0.0	0.0	0.0	

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Strategic Communications

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
0810	Media Prod Spec 12 Mo	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0820	Graphic Designer 12 Mo	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
0800	Pub Affairs/Comm Spec 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3312	Administrator II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3306	Administrator III	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		6	1	Male #	3	2	0	1	0	0	0	0
Grand Total %			16.7	Male %	50.0	33.3	0.0	16.7	0.0	0.0	0.0	0.0
				Female #	3	3	0	0	0	0	0	0
				Female%	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Student Admissions

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
3082	SSP II	7	3	Male	0	0	0	0	0	0	0	0
				Female	7	4	1	1	1	0	0	0
1038	Admin Analyst/Spclst 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3089	SSP IV 10 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3084	SSP III	3	2	Male	0	0	0	0	0	0	0	0
				Female	3	1	2	0	0	0	0	0
3312	Administrator II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		13	5	Male #	0	0	0	0	0	0	0	0
Grand Total %			38.5	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	13	8	3	1	1	0	0	0
				Female%	100.0	61.5	23.1	7.7	7.7	0.0	0.0	0.0

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Student Center Operations

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

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Student Conduct

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

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Student Engagement

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

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Student Health Center

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
8148	Medical Assistant	4	2	Male	0	0	0	0	0	0	0	0
				Female	4	2	0	2	0	0	0	0
8151	Registered Nurse I	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7926	Clinical Lab Scientist II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8154	Registered Nurse II	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
7995	Radiologic Technologist I	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8166	Nurse Practitioner	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
7992	Pharmacist I	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7737	Physician-Primary Care	3	0	Male	1	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
Grand Total #		16	3	Male #	2	2	0	0	0	0	0	0
Grand Total %			18.8	Male %	12.5	12.5	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	14	11	0	3	0	0	0	0
				Female%	87.5	68.8	0.0	18.8	0.0	0.0	0.0	0.0

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Student Records

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
3082	SSP II	3	2	Male	0	0	0	0	0	0	0	0	
				Female	3	1	0	1	1	0	0	0	
3084	SSP III	2	1	Male	0	0	0	0	0	0	0	0	
				Female	2	1	0	1	0	0	0	0	
1038	Admin Analyst/Spclst 12 Mo	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	0	0	0	1	
3312	Administrator II	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		7	4	Male #	0	0	0	0	0	0	0	0	
Grand Total %			57.1	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	7	3	0	2	1	0	0	1	
				Female%	100.0	42.9	0.0	28.6	14.3	0.0	0.0	14.3	

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Student Recruitment

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
3082	SSP II	5	5	Male	2	0	1	1	0	0	0	0	
				Female	3	0	0	3	0	0	0	0	
3084	SSP III	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
3312	Administrator II	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
Grand Total #		7	7	Male #	2	0	1	1	0	0	0	0	
Grand Total %			100.0	Male %	28.6	0.0	14.3	14.3	0.0	0.0	0.0	0.0	
				Female #	5	0	0	5	0	0	0	0	
				Female%	71.4	0.0	0.0	71.4	0.0	0.0	0.0	0.0	

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Student Success and Advising

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

Sonoma State University

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Workforce Analysis

Organizational Unit: Testing Services

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
3088	SSP III 10 Mo	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		1	1	Male #	1	0	0	1	0	0	0	0
Grand Total %			100.0	Male %	100.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0
				Female #	0	0	0	0	0	0	0	0
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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Workforce Analysis

Organizational Unit: Theatre Arts

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

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Transfer and Transition Center

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	0	0	0	1	
3082	SSP II	2	2	Male	0	0	0	0	0	0	0	0	
				Female	2	0	1	0	0	0	0	1	
3318	Administrator I	1	1	Male	1	0	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		4	4	Male #	1	0	0	0	1	0	0	0	
Grand Total %			100.0	Male %	25.0	0.0	0.0	0.0	25.0	0.0	0.0	0.0	
				Female #	3	0	1	0	0	0	0	2	
				Female%	75.0	0.0	25.0	0.0	0.0	0.0	0.0	50.0	

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Tutorial Reimb

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1150	Instr Stdnt Asst	31	19	Male	17	7	0	7	1	0	0	2	
				Female	14	5	0	6	1	0	0	2	
Grand Total #		31	19	Male #	17	7	0	7	1	0	0	2	
Grand Total %			61.3	Male %	54.8	22.6	0.0	22.6	3.2	0.0	0.0	6.5	
				Female #	14	5	0	6	1	0	0	2	
				Female%	45.2	16.1	0.0	19.4	3.2	0.0	0.0	6.5	

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: UndocuCenter

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

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: University Budget and Planning

		Total		Total								
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1038	Admin Analyst/Spclst 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3318	Administrator I	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	0	0	0	1
3306	Administrator III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		4	1	Male #	0	0	0	0	0	0	0	0
Grand Total %			25.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	4	3	0	0	0	0	0	1
				Female%	100.0	75.0	0.0	0.0	0.0	0.0	0.0	25.0

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: University Development

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

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: University Police

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
8350	Police Officer	4	1	Male	4	3	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8365	Corporal	3	0	Male	2	2	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8354	Sergeant	2	1	Male	2	1	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3312	Administrator II	1	1	Male	1	0	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0
3306	Administrator III	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		15	4	Male #	10	7	2	0	0	0	0	1
Grand Total %			26.7	Male %	66.7	46.7	13.3	0.0	0.0	0.0	0.0	6.7
				Female #	5	4	0	1	0	0	0	0
				Female%	33.3	26.7	0.0	6.7	0.0	0.0	0.0	0.0

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: University Preparation Service

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

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: University Studies

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2358-3	Lecturer AY-3 years	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
2358-S	Lecturer AY-semester	3	0	Male	2	2	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		4	0	Male #	2	2	0	0	0	0	0	0	
Grand Total %			0.0	Male %	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	2	2	0	0	0	0	0	0	
				Female%	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: University Support Services

				Total		Total							
Job Code	Job Title	EMP	MIN	EMP		W	AA	H	A	NA	PI	2+	
1150	Instr Stdnt Asst	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
2355	Graduate Assistant	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	1	0	0	0	0	0	
1035	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
3084	SSP III	3	1	Male	0	0	0	0	0	0	0	0	
				Female	3	2	0	0	0	0	0	1	
3088	SSP III 10 Mo	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		7	3	Male #	1	1	0	0	0	0	0	0	
Grand Total %			42.9	Male %	14.3	14.3	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	6	3	1	1	0	0	0	1	
				Female%	85.7	42.9	14.3	14.3	0.0	0.0	0.0	14.3	

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: VP Student Affairs Office

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1176	Cnfdntl Admin Support 12 Mo	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
3312	Administrator II	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
3300	Administrator IV	1	1	Male	1	0	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		3	1	Male #	1	0	1	0	0	0	0	0	
Grand Total %			33.3	Male %	33.3	0.0	33.3	0.0	0.0	0.0	0.0	0.0	
				Female #	2	2	0	0	0	0	0	0	
				Female%	66.7	66.7	0.0	0.0	0.0	0.0	0.0	0.0	

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Wine Business Program

		Total		Total								
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
0800	Pub Affairs/Comm Spec 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3312	Administrator II	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		3	0	Male #	1	1	0	0	0	0	0	0
Grand Total %			0.0	Male %	33.3	33.3	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	2	2	0	0	0	0	0	0
				Female%	66.7	66.7	0.0	0.0	0.0	0.0	0.0	0.0

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Women's and Gender Studies

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

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Workstation Security and Svcs

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
0420	Info Tech Consultant 12 Mo	11	4	Male	10	7	0	2	0	0	0	1	
				Female	1	0	0	0	0	0	1	0	
3312	Administrator II	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		12	4	Male #	11	8	0	2	0	0	0	1	
Grand Total %			33.3	Male %	91.7	66.7	0.0	16.7	0.0	0.0	0.0	8.3	
				Female #	1	0	0	0	0	0	1	0	
				Female%	8.3	0.0	0.0	0.0	0.0	0.0	8.3	0.0	

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis

Organizational Unit: Writing Center

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
2355	Graduate Assistant	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1150	Instr Stdnt Asst	14	6	Male	2	0	0	0	1	0	0	1
				Female	12	8	0	1	1	0	0	2
1035	Admin Support Coord 12 Mo	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
3084	SSP III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3318	Administrator I	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		19	7	Male #	2	0	0	0	1	0	0	1
Grand Total %			36.8	Male %	10.5	0.0	0.0	0.0	5.3	0.0	0.0	5.3
				Female #	17	12	0	2	1	0	0	2
				Female%	89.5	63.2	0.0	10.5	5.3	0.0	0.0	10.5

Sonoma State University

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Workforce Analysis Summary

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
Academic Advising	10	1	9	6	1	0	0	0	0	0	0	3	1	4	1	0	0	0
Academic Programs	7	0	7	2	0	0	0	0	0	0	0	5	0	2	0	0	0	0
Academic Senate	2	0	2	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0
Academic Technology	5	4	1	4	1	0	2	1	0	0	0	0	0	0	0	0	0	1
Access Services	4	3	1	0	3	0	0	0	0	0	0	1	0	0	0	0	0	0
Accounting/Financial Reporting	7	2	5	0	2	0	0	0	0	0	0	5	0	0	0	0	0	0
Advancement Operations	4	1	3	1	1	0	0	0	0	0	0	2	0	1	0	0	0	0
American Multicultural Studies	5	1	4	3	1	0	0	0	0	0	0	1	2	0	0	0	0	1
Anthropological Studies Center	25	12	13	5	10	0	2	0	0	0	0	10	1	0	2	0	0	0
Anthropology	10	5	5	2	4	0	1	0	0	0	0	4	0	0	0	0	0	1
Art	13	4	9	1	4	0	0	0	0	0	0	8	0	0	0	0	0	1
Art Gallery	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Athletics	29	17	12	8	12	0	3	2	0	0	0	9	0	1	0	0	0	2
Biology	35	15	20	7	12	0	1	2	0	0	0	16	0	3	1	0	0	0
Box Office	2	0	2	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0
Bus Econ Instruction	2	0	2	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0
Business Administration	30	18	12	10	13	0	1	4	0	0	0	7	0	1	4	0	0	0
Campus Housing	4	1	3	0	1	0	0	0	0	0	0	3	0	0	0	0	0	0
Campus Life Programing	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
Campus Prints	4	2	2	1	2	0	0	0	0	0	0	1	0	0	1	0	0	0
Capital Planning Design Constr	4	2	2	1	1	0	1	0	0	0	0	2	0	0	0	0	0	0

Sonoma State University

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Workforce Analysis Summary

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
Career Services	3	0	3	0	0	0	0	0	0	0	0	3	0	0	0	0	0	0
Center for Performing Arts	31	17	14	6	14	0	2	0	0	0	1	11	0	0	2	0	0	1
Chemistry	11	7	4	6	4	0	0	3	0	0	0	1	0	1	1	1	0	0
Chicano and Latino Studies	5	2	3	5	0	0	2	0	0	0	0	0	0	3	0	0	0	0
Children's School	5	1	4	0	1	0	0	0	0	0	0	4	0	0	0	0	0	0
Common Mgmt Systems (CMS)	14	4	10	3	2	0	0	1	0	0	1	9	0	1	0	0	0	0
Communication Studies	9	3	6	2	3	0	0	0	0	0	0	4	0	2	0	0	0	0
Computer Operations	9	9	0	1	8	0	0	0	0	0	1	0	0	0	0	0	0	0
Computer Science	19	14	5	5	11	0	2	1	0	0	0	3	0	1	1	0	0	0
Conference and Event Services	5	0	5	1	0	0	0	0	0	0	0	4	0	1	0	0	0	0
Counseling	15	6	9	3	6	0	0	0	0	0	0	6	1	2	0	0	0	0
Counseling Psychological Svc	5	1	4	1	1	0	0	0	0	0	0	3	0	0	1	0	0	0
Credential Office	2	0	2	2	0	0	0	0	0	0	0	0	0	2	0	0	0	0
Criminology_Criminal Justice	11	6	5	1	5	0	0	1	0	0	0	5	0	0	0	0	0	0
Ctr for Acad Access and Std En	4	2	2	4	0	1	1	0	0	0	0	0	0	2	0	0	0	0
Ctr for Community Engagement	3	0	3	2	0	0	0	0	0	0	0	1	1	1	0	0	0	0
Ctr for Environmental Inquiry	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Ctr Student Leadership Inv Svc	4	1	3	2	0	0	1	0	0	0	0	2	0	0	1	0	0	0
Culinary Services	45	24	21	19	14	0	8	0	0	0	2	12	0	8	0	1	0	0
Curr Studies Sec Education	14	6	8	4	4	0	1	1	0	0	0	6	0	1	0	0	0	1
Degree Completion (hutchins)	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0

Sonoma State University

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Workforce Analysis Summary

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
Development Projects	2	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Disability Svcs for Students	6	2	4	1	2	0	0	0	0	0	0	3	0	1	0	0	0	0
Early Academic Outreach	5	2	3	3	0	0	2	0	0	0	0	2	0	1	0	0	0	0
Early Childhood Studies	15	1	14	3	1	0	0	0	0	0	0	11	0	1	1	0	0	1
Economics	8	5	3	3	3	0	1	1	0	0	0	2	0	0	1	0	0	0
Ed Ldrshp and Spec Education	11	2	9	2	2	0	0	0	0	0	0	7	0	2	0	0	0	0
Education and Public Outreach	3	0	3	1	0	0	0	0	0	0	0	2	0	1	0	0	0	0
Empl Relations Complnc Svcs	2	0	2	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0
Employment Services	6	0	6	2	0	0	0	0	0	0	0	4	0	1	1	0	0	0
Engineering Degree Program	9	7	2	1	6	0	0	1	0	0	0	2	0	0	0	0	0	0
English	27	7	20	4	7	0	0	0	0	0	0	16	1	2	1	0	0	0
Ent. Activities Marketing	2	0	2	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0
Entrepreneurial Activities	4	2	2	0	2	0	0	0	0	0	0	2	0	0	0	0	0	0
EOP	7	3	4	5	0	1	2	0	0	0	0	2	1	0	1	0	0	0
Facilities Administration	8	3	5	2	3	0	0	0	0	0	0	3	0	0	2	0	0	0
Faculty Affairs	5	0	5	2	0	0	0	0	0	0	0	3	0	2	0	0	0	0
Faculty Center	5	3	2	1	3	0	0	0	0	0	0	1	0	1	0	0	0	0
Financial Aid	12	5	7	5	3	0	2	0	0	0	0	4	0	3	0	0	0	0
Financial Services	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Geography, Environment & Plan.	16	10	6	4	6	0	2	1	0	0	1	6	0	0	0	0	0	0
Geology	8	4	4	0	4	0	0	0	0	0	0	4	0	0	0	0	0	0

Sonoma State University

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Workforce Analysis Summary

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
GMC Administration	2	0	2	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0
GMC Back of House	6	6	0	1	5	0	1	0	0	0	0	0	0	0	0	0	0	0
GMC Fundraising	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
GMC Hospitality Center	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
GMC House Operations	2	1	1	1	1	0	0	0	0	0	0	0	0	1	0	0	0	0
GMC Housekeeping	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
GMC Marketing	2	1	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0
Graton Rancheria Endowed Chair	1	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0
Health and Wellness	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
History	12	6	6	0	6	0	0	0	0	0	0	6	0	0	0	0	0	0
Housekeeping	35	19	16	19	9	2	6	1	0	0	1	7	0	7	1	0	0	1
HUB Cultural Center	3	1	2	2	0	0	0	0	0	0	1	1	1	0	0	0	0	0
Human Development	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Human Resources	2	0	2	1	0	0	0	0	0	0	0	1	0	0	1	0	0	0
Hutchins School of Lib Studies	14	6	8	3	3	1	1	1	0	0	0	8	0	0	0	0	0	0
Information Technology	3	1	2	1	1	0	0	0	0	0	0	1	0	1	0	0	0	0
Kinesiology	17	6	11	2	6	0	0	0	0	0	0	9	0	1	1	0	0	0
Landscaping	13	13	0	3	10	0	3	0	0	0	0	0	0	0	0	0	0	0
Liberal Studies Ukiah	2	1	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0
Library Administration	21	3	18	3	3	0	0	0	0	0	0	15	0	3	0	0	0	0
Library Faculty	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis Summary

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
Lifelong Learning Institute-NC	2	0	2	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0
Literacy Studies and Elem Educ	17	2	15	4	1	0	1	0	0	0	0	12	1	2	0	0	0	0
Mail and Receiving	3	1	2	1	1	0	0	0	0	0	0	1	0	0	1	0	0	0
Maintenance	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Marketing	2	1	1	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0
Mathematics	39	13	26	7	11	0	1	1	0	0	0	21	0	3	1	0	0	1
Modern Languages Literature	14	2	12	6	1	0	0	0	0	0	1	7	0	5	0	0	0	0
Music	12	6	6	2	5	0	1	0	0	0	0	5	1	0	0	0	0	0
Music Studio	14	8	6	2	6	1	1	0	0	0	0	6	0	0	0	0	0	0
Native American Studies	2	2	0	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0
Network Security and Comm Svcs	5	3	2	0	3	0	0	0	0	0	0	2	0	0	0	0	0	0
Northwest Information Center	19	9	10	4	7	0	1	1	0	0	0	8	0	1	0	1	0	0
Nursing	22	0	22	3	0	0	0	0	0	0	0	19	0	1	0	0	0	2
Offc of the Dean Science Tech	14	3	11	7	0	0	3	0	0	0	0	7	0	3	1	0	0	0
Office of the Dean A and H	5	0	5	1	0	0	0	0	0	0	0	4	0	0	0	0	0	1
Office of the Dean Bus Econ	8	0	8	2	0	0	0	0	0	0	0	6	0	1	1	0	0	0
Office of the Dean Education	10	1	9	2	0	0	1	0	0	0	0	8	0	0	1	0	0	0
Office of the Dean Ext Edu	12	5	7	3	4	0	0	0	0	0	1	5	0	2	0	0	0	0
Office of the Dean Soc Science	4	0	4	1	0	0	0	0	0	0	0	3	0	1	0	0	0	0
Office of the President	2	0	2	2	0	0	0	0	0	0	0	0	1	0	1	0	0	0
Office of the Provost and VP	5	2	3	2	1	0	1	0	0	0	0	2	0	0	1	0	0	0

Sonoma State University

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Workforce Analysis Summary

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
Office of the VP A and F	2	0	2	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0
Office of VP for Advancement	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Office Reporting and Analytics	3	1	2	2	0	0	0	1	0	0	0	1	0	0	0	0	0	1
Operations and Engineering	36	34	2	12	22	1	5	2	0	0	4	2	0	0	0	0	0	0
OPHD	2	0	2	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0
Orientation and Family Program	2	0	2	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0
ORSP Post-Award	7	1	6	1	1	0	0	0	0	0	0	5	0	1	0	0	0	0
Parking	4	2	2	1	1	0	1	0	0	0	0	2	0	0	0	0	0	0
Payables	4	1	3	2	0	1	0	0	0	0	0	2	0	0	1	0	0	0
Payroll and Benefits	7	0	7	3	0	0	0	0	0	0	0	4	0	2	0	0	0	1
Philosophy	9	6	3	0	6	0	0	0	0	0	0	3	0	0	0	0	0	0
Physics and Astronomy	8	6	2	1	5	0	0	1	0	0	0	2	0	0	0	0	0	0
Political Science	14	8	6	3	7	0	0	1	0	0	0	4	0	2	0	0	0	0
Pre-College Programs	10	2	8	6	0	0	2	0	0	0	0	4	1	3	0	0	0	0
Psychology	25	8	17	4	6	0	1	1	0	0	0	15	0	1	1	0	0	0
Purchasing	6	0	6	2	0	0	0	0	0	0	0	4	0	0	1	0	0	1
Rec Center Ops	2	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Receipts Receivables	5	1	4	2	1	0	0	0	0	0	0	2	0	2	0	0	0	0
Residential Life Programs	8	3	5	4	1	1	1	0	0	0	0	3	2	0	0	0	0	0
Risk Mgmt	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Scheduling	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis Summary

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
Seawolf Services	8	0	8	1	0	0	0	0	0	0	0	7	0	0	0	0	0	1
Social Science Instruction	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
Sociology	14	7	7	4	5	0	2	0	0	0	0	5	0	1	1	0	0	0
Strategic Communications	6	3	3	1	2	0	1	0	0	0	0	3	0	0	0	0	0	0
Student Admissions	13	0	13	5	0	0	0	0	0	0	0	8	3	1	1	0	0	0
Student Center Operations	3	0	3	1	0	0	0	0	0	0	0	2	0	0	0	0	0	1
Student Conduct	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Student Engagement	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Student Health Center	16	2	14	3	2	0	0	0	0	0	0	11	0	3	0	0	0	0
Student Records	7	0	7	4	0	0	0	0	0	0	0	3	0	2	1	0	0	1
Student Recruitment	7	2	5	7	0	1	1	0	0	0	0	0	0	5	0	0	0	0
Student Success and Advising	2	1	1	1	1	0	0	0	0	0	0	0	0	1	0	0	0	0
Testing Services	1	1	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Theatre Arts	11	5	6	1	5	0	0	0	0	0	0	5	0	0	1	0	0	0
Transfer and Transition Center	4	1	3	4	0	0	0	1	0	0	0	0	1	0	0	0	0	2
Tutorial Reimb	31	17	14	19	7	0	7	1	0	0	2	5	0	6	1	0	0	2
UndocuCenter	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
University Budget and Planning	4	0	4	1	0	0	0	0	0	0	0	3	0	0	0	0	0	1
University Development	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
University Police	15	10	5	4	7	2	0	0	0	0	1	4	0	1	0	0	0	0
University Preparation Service	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0

Sonoma State University

Snapshot Date: 03/31/2020

Workforce Analysis Summary

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
University Studies	4	2	2	0	2	0	0	0	0	0	0	2	0	0	0	0	0	0
University Support Services	7	1	6	3	1	0	0	0	0	0	0	3	1	1	0	0	0	1
VP Student Affairs Office	3	1	2	1	0	1	0	0	0	0	0	2	0	0	0	0	0	0
Wine Business Program	3	1	2	0	1	0	0	0	0	0	0	2	0	0	0	0	0	0
Women's and Gender Studies	4	1	3	1	1	0	0	0	0	0	0	2	0	0	1	0	0	0
Workstation Security and Svcs	12	11	1	4	8	0	2	0	0	0	1	0	0	0	0	0	1	0
Writing Center	19	2	17	7	0	0	0	1	0	0	1	12	0	2	1	0	0	2
Total (#)	1,292	522	770	364	374	13	82	32	0	0	21	554	20	121	43	3	1	28
Total (%)		40.4	59.6	28.2	28.9	1.0	6.3	2.5	0.0	0.0	1.6	42.9	1.5	9.4	3.3	0.2	0.1	2.2

Sonoma State University

Snapshot Date: 03/31/2020

Job Group Analysis

Job Group: 1A - Management - Executive

EEO

			Total				
Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
1	3306	Administrator III	11	6	5	9	2
1	3300	Administrator IV	16	9	7	12	4
1	2977	President	1	0	1	0	1
Total (#)			28	15	13	21	7
Total (%)				53.6	46.4	75.0	25.0

Sonoma State University

Snapshot Date: 03/31/2020

Job Group Analysis

Job Group: 1B - Management

EEO

Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
1	3318	Administrator I	44	21	23	33	11
1	3312	Administrator II	80	26	54	67	13
Total (#)			124	47	77	100	24
Total (%)				37.9	62.1	80.6	19.4

Sonoma State University

Snapshot Date: 03/31/2020

Job Group Analysis

Job Group: 2A - Faculty - Department Chair

EEO

			Total				
Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
5	2481	Dept Chair 12 Mo	1	0	1	1	0
5	2395	Instr Fac, Chairman, Acad Senate	1	0	1	1	0
			Total (#)	2	0	2	0
			Total (%)		0.0	100.0	0.0

Sonoma State University

Snapshot Date: 03/31/2020

Job Group Analysis

Job Group: 2B - Faculty - Temporary

EEO

Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
5	2358	Lecturer AY	3	1	2	0	3
5	2358-1	Lecturer AY-1 year	75	27	48	60	15
5	2358-3	Lecturer AY-3 years	123	59	64	108	15
5	2358-5	Lecturer AY-5 years	1	0	1	1	0
5	2358-S	Lecturer AY-semester	33	11	22	30	3
Total (#)			235	98	137	199	36
Total (%)				41.7	58.3	84.7	15.3

Sonoma State University

Snapshot Date: 03/31/2020

Job Group Analysis

Job Group: 2C - Faculty - Tenure/Tenure-Track

EEO

			Total				
Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
5	2361	Instr Fac 12 Mo	1	1	0	1	0
5	2360	Instr Fac AY	221	110	111	163	58
			Total (#)	222	111	111	164
			Total (%)		50.0	50.0	73.9
							26.1

Sonoma State University

Snapshot Date: 03/31/2020

Job Group Analysis

Job Group: 3A - Business and Financial Operations - Financial Specialists

EEO

Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
2	1762	Accountant I	2	1	1	2	0
2	4555	Accountant II	5	0	5	4	1
2	1741	Accounting Technician II	1	0	1	1	0
2	1740	Accounting Technician III	4	1	3	1	3
Total (#)			12	2	10	8	4
Total (%)				16.7	83.3	66.7	33.3

Sonoma State University

Snapshot Date: 03/31/2020

Job Group Analysis

Job Group: 3B - Business and Financial Operations - Business Specialists

EEO

			Total				
Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
2	1037	Admin Analyst/Spclst 11/12	2	0	2	2	0
2	1038	Admin Analyst/Spclst 12 Mo	80	5	75	60	20
2	8539	Assoc, Acad & Inst Studies I-NE	1	1	0	1	0
2	5783	Assoc, Acad & Instit Studies 2	1	1	0	1	0
2	5784	Assoc, Acad & Instit Studies I	2	1	1	2	0
2	4791	Buyer I	1	0	1	1	0
2	4792	Buyer II	1	0	1	1	0
2	1176	Cnfdntl Admin Support 12 Mo	9	0	9	9	0
Total (#)			97	8	89	77	20
Total (%)				8.2	91.8	79.4	20.6

Sonoma State University

Snapshot Date: 03/31/2020

Job Group Analysis

Job Group: 3C - Community Service, Legal, Arts - Arts, Design, Entertainments and Media

EEO

Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
4	2866	Accompanist II	8	5	3	4	4
4	0820	Graphic Designer 12 Mo	5	2	3	5	0
4	0810	Media Prod Spec 12 Mo	1	1	0	0	1
4	0840	Performing Arts Tech 12 Mo	25	15	10	22	3
4	0800	Pub Affairs/Comm Spec 12 Mo	7	0	7	4	3
Total (#)			46	23	23	35	11
Total (%)				50.0	50.0	76.1	23.9

Sonoma State University

Snapshot Date: 03/31/2020

Job Group Analysis

Job Group: 3D - Community Service, Legal, Arts - Community and Social Service

EEO

Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
4	8820	Community Service Spec 12 Mo	1	1	0	0	1
Total (#)			1	1	0	0	1
Total (%)				100.0	0.0	0.0	100.0

Sonoma State University

Snapshot Date: 03/31/2020

Job Group Analysis

Job Group: 3E - Community Service, Legal, Arts - Sports

EEO

			Total				
Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
4	2376	Coach 12 Mo	8	5	3	7	1
4	2383	Coaching Assistant 10 Mo	1	1	0	1	0
4	2382	Coaching Assistant 12 Mo	9	6	3	6	3
4	2379	Coaching Specialist 12 Mo	2	2	0	1	1
Total (#)			20	14	6	15	5
Total (%)				70.0	30.0	75.0	25.0

Sonoma State University

Snapshot Date: 03/31/2020

Job Group Analysis

Job Group: 3F - Computer, Engineering, and Science Occupations - Computer and Math

EEO

			Total				
Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
3	0400	Analyst/Programmer 12 Mo	6	5	1	3	3
3	0420	Info Tech Consultant 12 Mo	16	13	3	10	6
3	0430	Network Analyst 12 Mo	5	3	2	5	0
3	0410	Operating Sys Analyst 12 Mo	10	9	1	9	1
Total (#)			37	30	7	27	10
Total (%)				81.1	18.9	73.0	27.0

Sonoma State University

Snapshot Date: 03/31/2020

Job Group Analysis

Job Group: 3G - Computer, Engineering, and Science Occupations - Life, Physical and Social Sciences

EEO

Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
3	7888	Laboratory Assistant I	11	3	8	8	3
3	7879	Laboratory Assistant II	1	0	1	0	1
3	2338	Post-Doctoral Counselor Int/FI	1	0	1	1	0
3	5683	Research Technician I	12	5	7	11	1
3	5681	Research Technician II	2	2	0	2	0
3	3071	SSP Academic Related I AY	1	0	1	0	1
3	3073	SSP Academic Related II AY	1	1	0	1	0
Total (#)			29	11	18	23	6
Total (%)				37.9	62.1	79.3	20.7

Sonoma State University

Snapshot Date: 03/31/2020

Job Group Analysis

Job Group: 3H - Teaching/Graduate Assistants

EEO

Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
6	2355	Graduate Assistant	3	0	3	2	1
6	2325	Graduate Assistant Monthly	6	2	4	2	4
8	1150	Instr Stdnt Asst	72	25	47	36	36
6	2354	Teaching Associate AY	12	4	8	7	5
Total (#)			93	31	62	47	46
Total (%)				33.3	66.7	50.5	49.5

Sonoma State University

Snapshot Date: 03/31/2020

Job Group Analysis

Job Group: 3I - Healthcare Practitioner & Tech

EEO

Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
9	8185	Athletic Trainer II 12 Mo	3	1	2	3	0
9	7926	Clinical Lab Scientist II	1	0	1	1	0
9	8190	Head Athletic Trainer 12 Mo	1	0	1	1	0
9	8166	Nurse Practitioner	2	0	2	1	1
9	7992	Pharmacist I	1	1	0	1	0
9	7737	Physician-Primary Care	3	1	2	3	0
9	7995	Radiologic Technologist I	1	0	1	1	0
9	8151	Registered Nurse I	1	0	1	1	0
9	8154	Registered Nurse II	2	0	2	2	0
Total (#)			15	3	12	14	1
Total (%)				20.0	80.0	93.3	6.7

Sonoma State University

Snapshot Date: 03/31/2020

Job Group Analysis

Job Group: 3J - Librarian, Curators and Archivist -Library Technicians

EEO

			Total				
Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
7	2896	Lead Library Assistant III	1	1	0	1	0
7	2887	Library Services Spec II	2	0	2	2	0
7	2888	Library Services Spec III	6	3	3	6	0
7	2889	Library Services Spec IV	1	0	1	1	0
Total (#)			10	4	6	10	0
Total (%)				40.0	60.0	100.0	0.0

Sonoma State University

Snapshot Date: 03/31/2020

Job Group Analysis

Job Group: 3K - Librarian, Curators and Archivist -Librarians

EEO

Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
7	2920	Librarian 12 Mo	8	0	8	6	2
Total (#)			8	0	8	6	2
Total (%)				0.0	100.0	75.0	25.0

Sonoma State University

Snapshot Date: 03/31/2020

Job Group Analysis

Job Group: 3M - Other Education, Training, and Library Occupations

EEO

Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
8	1970	Early Childhood Master Teacher	2	0	2	2	0
8	1971	Early Childhood Teacher	1	0	1	1	0
8	5182	Extended Ed Specialist II	1	0	1	1	0
8	1615	Instructional Support Tech I	2	0	2	1	1
8	1617	Instructional Support Tech II	2	1	1	1	1
8	1619	Instructional Support Tech III	2	0	2	2	0
Total (#)			10	1	9	8	2
Total (%)				10.0	90.0	80.0	20.0

Sonoma State University

Snapshot Date: 03/31/2020

Job Group Analysis

Job Group: 3N - Community Service, Legal, Arts - Student Service Professional

EEO

Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
4	3079	SSP I	1	0	1	1	0
4	3082	SSP II	38	10	28	11	27
4	3084	SSP III	39	5	34	20	19
4	3088	SSP III 10 Mo	3	3	0	2	1
4	3086	SSP IV	11	2	9	8	3
4	3089	SSP IV 10 Mo	1	0	1	1	0
Total (#)			93	20	73	43	50
Total (%)				21.5	78.5	46.2	53.8

Sonoma State University

Snapshot Date: 03/31/2020

Job Group Analysis

Job Group: 4A - Office and Administrative Support

EEO

Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
12	1031	Admin Support Assistant 11/12	1	0	1	1	0
12	1032	Admin Support Assistant 12 Mo	14	7	7	11	3
12	1035	Admin Support Coord 12 Mo	52	3	49	34	18
12	1170	Cnfdntl Office Support 12 Mo	7	0	7	3	4
12	2628	Credential Analyst I	1	0	1	0	1
12	1505	Mail Clerk	2	0	2	1	1
12	1504	Mail Services Supervisor I	1	1	0	1	0
12	1101	Payroll Technician II	1	0	1	1	0
12	1480	Reprographics Specialist I	1	0	1	0	1
12	1482	Reprographics Specialist III	1	1	0	1	0
Total (#)			81	12	69	53	28
Total (%)				14.8	85.2	65.4	34.6

Sonoma State University

Snapshot Date: 03/31/2020

Job Group Analysis

Job Group: 5A - Production, Transport, Material Moving - Production Occupation

EEO

			Total				
Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
14	6366	Heavy Equip Operator/Bus Drive	2	2	0	1	1
14	6223	Laborer	7	6	1	4	3
			Total (#)	9	8	1	5
			Total (%)		88.9	11.1	55.6
						44.4	

Sonoma State University

Snapshot Date: 03/31/2020

Job Group Analysis

Job Group: 5B - Production, Transport, Material Moving - Transportation and Material Moving

EEO

			Total				
Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
14	6702	Building Service Engineer	9	9	0	5	4
14	6700	Sprvsng Building Svc Engr	1	1	0	0	1
			Total (#)	10	10	0	5
			Total (%)		100.0	0.0	50.0

Sonoma State University

Snapshot Date: 03/31/2020

Job Group Analysis

Job Group: 6A - Natural Resources, Construction, Maintenance - Construction/Extraction

EEO

			Total				
Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
13	6533	Electrician	3	3	0	3	0
13	6526	Painter	1	1	0	0	1
13	6549	Plumber	2	2	0	2	0
13	6474	Sprvsng Carpenter	1	1	0	1	0
13	6524	Sprvsng Painter	1	1	0	1	0
13	6547	Sprvsng Plumber	1	1	0	1	0
			Total (#)	9	0	8	1
			Total (%)	100.0	0.0	88.9	11.1

Sonoma State University

Snapshot Date: 03/31/2020

Job Group Analysis

Job Group: 6B - Natural Resources, Construction, Maintenance - Farming/Forestry

EEO

			Total				
Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
13	0745	Gardening Specialist	6	6	0	3	3
			Total (#)	6	6	0	3
			Total (%)		100.0	0.0	50.0

Sonoma State University

Snapshot Date: 03/31/2020

Job Group Analysis

Job Group: 6C - Natural Resources, Construction, Maintenance - Install/Maintain/Repair

EEO

Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
13	6699	Air Cond/Refrig Mechanic	1	1	0	1	0
13	6940	Facilities Maintenance Mech	6	6	0	6	0
13	6265	Facilities Project Supv	3	3	0	1	2
13	6250	Facilities Worker I	2	2	0	0	2
13	6251	Facilities Worker II	2	1	1	2	0
13	6852	Lead Auto/Equip Mechanic	1	1	0	0	1
13	6642	Locksmith	1	1	0	0	1
13	6951	Piano Technician II	1	1	0	1	0
13	6587	Supervising Metal Worker	1	1	0	1	0
Total (#)			18	17	1	12	6
Total (%)				94.4	5.6	66.7	33.3

Sonoma State University

Snapshot Date: 03/31/2020

Job Group Analysis

Job Group: 6D - Service Occupations - Building, Grounds, Cleaning and Maintenance

EEO

			Total				
Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
10	2010	Custodian	22	9	13	11	11
10	0731	Groundswoker	1	1	0	1	0
10	0735	Irrigation Specialist	1	1	0	1	0
10	2015	Lead Custodian	4	2	2	1	3
10	0726	Lead Groundswoker	4	4	0	4	0
Total (#)			32	17	15	18	14
Total (%)				53.1	46.9	56.3	43.8

Sonoma State University

Snapshot Date: 03/31/2020

Job Group Analysis

Job Group: 6E - Service Occupations - Food Preparation and Service Related

EEO

			Total				
Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
10	0304	Cook I	10	5	5	6	4
10	0305	Cook II	9	8	1	5	4
10	0308	Food Service Worker I	7	1	6	1	6
10	0310	Food Service Worker I Lead	1	0	1	0	1
10	0309	Food Service Worker II	3	2	1	2	1
10	0311	Food Service Worker II Lead	1	0	1	1	0
			Total (#)	31	16	15	15
			Total (%)		51.6	48.4	48.4
						48.4	51.6

Sonoma State University

Snapshot Date: 03/31/2020

Job Group Analysis

Job Group: 6F - Service Occupations - Health Support

EEO

Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
10	8148	Medical Assistant	4	0	4	2	2
Total (#)			4	0	4	2	2
Total (%)				0.0	100.0	50.0	50.0

Sonoma State University

Snapshot Date: 03/31/2020

Job Group Analysis

Job Group: 6H - Service Occupations - Protective Services

EEO

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
10	8365	Corporal	3	2	1	3	0
10	8810	Parking Officer 12 Mo	1	0	1	1	0
10	8350	Police Officer	4	4	0	3	1
10	8354	Sergeant	2	2	0	1	1
Total (#)			10	8	2	8	2
Total (%)				80.0	20.0	80.0	20.0

Sonoma State University

Snapshot Date: 03/31/2020

Job Group Analysis Summary

Job Group	Total										
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
1A - Management - Executive	28	15	13	7	21	3	2	1	0	0	1
1B - Management	124	47	77	24	100	0	10	7	0	0	7
2A - Faculty - Department Chair	2	0	2	0	2	0	0	0	0	0	0
2B - Faculty - Temporary	235	98	137	36	199	3	21	7	0	0	5
2C - Faculty - Tenure/Tenure-Track	222	111	111	58	164	4	19	28	1	0	6
3A - Business and Financial Operations - Financial Specialists	12	2	10	4	8	1	2	1	0	0	0
3B - Business and Financial Operations - Business Specialists	97	8	89	20	77	0	11	3	0	0	6
3C - Community Service, Legal, Arts - Arts, Design, Entertainment	46	23	23	11	35	0	5	4	0	0	2
3D - Community Service, Legal, Arts - Community and Social S	1	1	0	1	0	0	1	0	0	0	0
3E - Community Service, Legal, Arts - Sports	20	14	6	5	15	0	3	1	0	0	1
3F - Computer, Engineering, and Science Occupations - Compi	37	30	7	10	27	0	4	2	0	1	3
3G - Computer, Engineering, and Science Occupations - Life, F	29	11	18	6	23	1	2	3	0	0	0
3H - Teaching/Graduate Assistants	93	31	62	46	47	1	30	6	0	0	9
3I - Healthcare Practitioner & Tech	15	3	12	1	14	0	1	0	0	0	0
3J - Librarian, Curators and Archivist -Library Technicians	10	4	6	0	10	0	0	0	0	0	0
3K - Librarian, Curators and Archivist -Librarians	8	0	8	2	6	0	2	0	0	0	0
3M - Other Education, Training, and Library Occupations	10	1	9	2	8	0	2	0	0	0	0
3N - Community Service, Legal, Arts - Student Service Professi	93	20	73	50	43	11	32	5	0	0	2
4A - Office and Administrative Support	81	12	69	28	53	4	17	5	1	0	1
5A - Production, Transport, Material Moving - Production Occup	9	8	1	4	5	0	3	0	0	0	1
5B - Production, Transport, Material Moving - Transportation an	10	10	0	5	5	1	2	1	0	0	1
6A - Natural Resources, Construction, Maintenance - Construct	9	9	0	1	8	0	1	0	0	0	0

Sonoma State University

Snapshot Date: 03/31/2020

Job Group Analysis Summary

Total											
Job Group	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
6B - Natural Resources, Construction, Maintenance - Farming/F	6	6	0	3	3	0	3	0	0	0	0
6C - Natural Resources, Construction, Maintenance - Install/Ma	18	17	1	6	12	0	3	0	0	0	3
6D - Service Occupations - Building, Grounds, Cleaning and M	32	17	15	14	18	2	10	1	0	0	1
6E - Service Occupations - Food Preparation and Service Relat	31	16	15	16	15	0	15	0	1	0	0
6F - Service Occupations - Health Support	4	0	4	2	2	0	2	0	0	0	0
6H - Service Occupations - Protective Services	10	8	2	2	8	2	0	0	0	0	0
Total (#)	1,292	522	770	364	928	33	203	75	3	1	49
Total (%)		40.4	59.6	28.2	71.8	2.6	15.7	5.8	0.2	0.1	3.8

Sonoma State University

Snapshot Date: 03/31/2020

ZIP Code Analysis

Data Used: Employee

Included Areas:

County/County Set	Count	Weight	Cut-Off Weight
Sonoma, California	1,020	78.95	100.00
Total:	1,020	78.95	100.00

Excluded Areas:

County/County Set	Count	Weight	Cut-Off Weight
Marin, California	56	4.33	0.00
Alameda, California	36	2.79	0.00
Contra Costa, California	23	1.78	0.00
Solano, California	20	1.55	0.00
San Francisco, California	18	1.39	0.00
Napa, California	15	1.16	0.00
Santa Clara, California	9	0.70	0.00
Sacramento, California	8	0.62	0.00
Yolo, California	8	0.62	0.00
Colusa+Lake, California	7	0.54	0.00
Riverside, California	7	0.54	0.00
Mendocino, California	6	0.46	0.00
Orange, California	5	0.39	0.00
San Joaquin, California	5	0.39	0.00
San Mateo, California	5	0.39	0.00
Nevada, California	4	0.31	0.00
San Diego, California	4	0.31	0.00
Stanislaus, California	4	0.31	0.00
Del Norte+Humboldt+Trinity, California	3	0.23	0.00
El Dorado, California	3	0.23	0.00

Sonoma State University

Snapshot Date: 03/31/2020

ZIP Code Analysis

Data Used: Employee

Excluded Areas:

County/County Set	Count	Weight	Cut-Off Weight
Los Angeles, California	3	0.23	0.00
Placer, California	3	0.23	0.00
San Bernardino, California	3	0.23	0.00
Butte, California	2	0.15	0.00
Fresno, California	2	0.15	0.00
Glenn+Tehama, California	1	0.08	0.00
Lassen+Plumas+Sierra, California	1	0.08	0.00
Merced, California	1	0.08	0.00
Monterey, California	1	0.08	0.00
San Benito, California	1	0.08	0.00
Santa Cruz, California	1	0.08	0.00
Shasta, California	1	0.08	0.00
Ventura, California	1	0.08	0.00
Nassau, New York	1	0.08	0.00
Buncombe+Madison, North Carolina	1	0.08	0.00
Clackamas, Oregon	1	0.08	0.00
Deschutes, Oregon	1	0.08	0.00
Clallam+Jefferson, Washington	1	0.08	0.00
Total:	272	21.05	0.00
Included and Excluded Total:	1,292	100.00	100.00

Sonoma State University

Snapshot Date: 03/31/2020

Availability Analysis

Job Group: 1A - Management - Executive

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	67.4	22.6	30.00	20.2	6.8	Sonoma, CA 88.31%; Marin, CA 4.80%; Alameda, CA 3.12%; Contra Costa, CA 1.99%; Solano, CA 1.78%
Reasonable	64.3	37.3	25.00	16.1	9.3	California
Reasonable	62.3	24.7	25.00	15.6	6.2	National
<u>Internal Factors</u>						
Feeders	63.2	18.5	20.00	12.6	3.7	Feeders
Final Availability (%)			100.00	64.5	26.0	

Sonoma State University

Snapshot Date: 03/31/2020

Availability Analysis

Job Group: 1B - Management

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	69.3	23.0	45.00	31.2	10.4	Sonoma, CA 88.31%; Marin, CA 4.80%; Alameda, CA 3.12%; Contra Costa, CA 1.99%; Solano, CA 1.78%
Reasonable	63.8	25.1	10.00	6.4	2.5	National
Reasonable	65.8	37.8	25.00	16.5	9.5	California
<u>Internal Factors</u>						
Feeders	61.6	27.1	20.00	12.3	5.4	Feeders
Final Availability (%)			100.00	66.3	27.7	

Sonoma State University

Snapshot Date: 03/31/2020

Availability Analysis

Job Group: 2A - Faculty - Department Chair

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>Internal Factors</u>						
Feeders	50.0	26.1	100.00	50.0	26.1	Feeders
Final Availability (%)			100.00	50.0	26.1	

Sonoma State University

Snapshot Date: 03/31/2020

Availability Analysis

Job Group: 2B - Faculty - Temporary

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	51.8	18.4	85.00	44.0	15.7	Sonoma, CA 88.31%; Marin, CA 4.80%; Alameda, CA 3.12%; Contra Costa, CA 1.99%; Solano, CA 1.78%
<u>Internal Factors</u>						
Feeders	68.6	33.5	15.00	10.3	5.0	Feeders
Final Availability (%)			100.00	54.3	20.7	

Sonoma State University

Snapshot Date: 03/31/2020

Availability Analysis

Job Group: 2C - Faculty - Tenure/Tenure-Track

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	51.8	18.4	15.00	7.8	2.8	Sonoma, CA 88.31%; Marin, CA 4.80%; Alameda, CA 3.12%; Contra Costa, CA 1.99%; Solano, CA 1.78%
Reasonable	48.0	25.2	50.00	24.0	12.6	National
Reasonable	48.4	32.5	20.00	9.7	6.5	California
<u>Internal Factors</u>						
Feeders	58.3	15.3	15.00	8.7	2.3	Feeders
Final Availability (%)			100.00	50.2	24.2	

Sonoma State University

Snapshot Date: 03/31/2020

Availability Analysis

Job Group: 3A - Business and Financial Operations - Financial Specialists

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	79.3	17.6	80.00	63.5	14.1	Sonoma, CA 88.31%; Marin, CA 4.80%; Alameda, CA 3.12%; Contra Costa, CA 1.99%; Solano, CA 1.78%
Reasonable	58.2	49.7	10.00	5.8	5.0	
<u>Internal Factors</u>						
Feeders	80.5	28.3	10.00	8.0	2.8	Feeders
Final Availability (%)			100.00	77.3	21.9	

Sonoma State University

Snapshot Date: 03/31/2020

Availability Analysis

Job Group: 3B - Business and Financial Operations - Business Specialists

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	80.0	28.7	80.00	64.0	22.9	Sonoma, CA 88.31%; Marin, CA 4.80%; Alameda, CA 3.12%; Contra Costa, CA 1.99%; Solano, CA 1.78%
Reasonable	62.2	51.3	10.00	6.2	5.1	California
<u>Internal Factors</u>						
Feeders	80.5	28.3	10.00	8.0	2.8	Feeders
Final Availability (%)			100.00	78.3	30.9	

Sonoma State University

Snapshot Date: 03/31/2020

Availability Analysis

Job Group: 3C - Community Service, Legal, Arts - Arts, Design, Entertainments and Media

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	67.0	20.8	30.00	20.1	6.2	Sonoma, CA 88.31%; Marin, CA 4.80%; Alameda, CA 3.12%; Contra Costa, CA 1.99%; Solano, CA 1.78%
Reasonable	56.1	52.2	30.00	16.8	15.7	California
Reasonable	59.5	39.5	30.00	17.9	11.8	National
<u>Internal Factors</u>						
Feeders	80.5	28.3	10.00	8.0	2.8	Feeders
Final Availability (%)			100.00	62.8	36.6	

Sonoma State University

Snapshot Date: 03/31/2020

Availability Analysis

Job Group: 3D - Community Service, Legal, Arts - Community and Social Service

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	83.4	15.3	50.00	41.7	7.7	Sonoma, CA 88.31%; Marin, CA 4.80%; Alameda, CA 3.12%; Contra Costa, CA 1.99%; Solano, CA 1.78%
Reasonable	77.5	58.3	20.00	15.5	11.7	California
Reasonable	79.5	38.1	20.00	15.9	7.6	National
<u>Internal Factors</u>						
Feeders	80.5	28.3	10.00	8.0	2.8	Feeders
Final Availability (%)			100.00	81.1	29.8	

Sonoma State University

Snapshot Date: 03/31/2020

Availability Analysis

Job Group: 3E - Community Service, Legal, Arts - Sports

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	24.1	11.4	50.00	12.0	5.7	Sonoma, CA 88.31%; Marin, CA 4.80%; Alameda, CA 3.12%; Contra Costa, CA 1.99%; Solano, CA 1.78%
Reasonable	36.4	34.3	20.00	7.3	6.9	California
Reasonable	34.8	22.1	20.00	7.0	4.4	National
<u>Internal Factors</u>						
Feeders	80.5	28.3	10.00	8.0	2.8	Feeders
Final Availability (%)			100.00	34.3	19.8	

Sonoma State University

Snapshot Date: 03/31/2020

Availability Analysis

Job Group: 3F - Computer, Engineering, and Science Occupations - Computer and Math

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	27.7	27.6	60.00	16.6	16.6	Sonoma, CA 88.31%; Marin, CA 4.80%; Alameda, CA 3.12%; Contra Costa, CA 1.99%; Solano, CA 1.78%
Reasonable	24.0	49.2	10.00	2.4	4.9	California
Reasonable	26.8	30.8	10.00	2.7	3.1	National
<u>Internal Factors</u>						
Feeders	80.5	28.3	20.00	16.1	5.7	Feeders
Final Availability (%)			100.00	37.8	30.2	

Sonoma State University

Snapshot Date: 03/31/2020

Availability Analysis

Job Group: 3G - Computer, Engineering, and Science Occupations - Life, Physical and Social Science

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	56.7	39.5	60.00	34.0	23.7	Sonoma, CA 88.31%; Marin, CA 4.80%; Alameda, CA 3.12%; Contra Costa, CA 1.99%; Solano, CA 1.78%
Reasonable	57.7	57.5	10.00	5.8	5.7	California
Reasonable	60.8	33.9	10.00	6.1	3.4	National
<u>Internal Factors</u>						
Feeders	80.5	28.3	20.00	16.1	5.7	Feeders
Final Availability (%)			100.00	61.9	38.5	

Sonoma State University

Snapshot Date: 03/31/2020

Availability Analysis

Job Group: 3H - Teaching/Graduate Assistants

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	68.1	23.0	100.00	68.1	23.0	Sonoma, CA 88.31%; Marin, CA 4.80%; Alameda, CA 3.12%; Contra Costa, CA 1.99%; Solano, CA 1.78%
Final Availability (%)			100.00	68.1	23.0	

Sonoma State University

Snapshot Date: 03/31/2020

Availability Analysis

Job Group: 3I - Healthcare Practitioner & Tech

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	54.2	17.5	70.00	38.0	12.2	Sonoma, CA 88.31%; Marin, CA 4.80%; Alameda, CA 3.12%; Contra Costa, CA 1.99%; Solano, CA 1.78%
Reasonable	56.4	42.5	5.00	2.8	2.1	California
Reasonable	57.2	24.4	5.00	2.9	1.2	National
<u>Internal Factors</u>						
Feeders	88.0	24.0	20.00	17.6	4.8	Feeders
Final Availability (%)			100.00	61.3	20.4	

Sonoma State University

Snapshot Date: 03/31/2020

Availability Analysis

Job Group: 3J - Librarian, Curators and Archivist -Library Technicians

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	82.3	17.0	60.00	49.4	10.2	Sonoma, CA 88.31%; Marin, CA 4.80%; Alameda, CA 3.12%; Contra Costa, CA 1.99%; Solano, CA 1.78%
Reasonable	80.5	31.8	10.00	8.0	3.2	California
Reasonable	82.4	16.8	10.00	8.2	1.7	National
<u>Internal Factors</u>						
Feeders	91.9	21.6	20.00	18.4	4.3	Feeders
Final Availability (%)			100.00	84.1	19.4	

Sonoma State University

Snapshot Date: 03/31/2020

Availability Analysis

Job Group: 3K - Librarian, Curators and Archivist -Librarians

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	84.7	16.5	60.00	50.8	9.9	Sonoma, CA 88.31%; Marin, CA 4.80%; Alameda, CA 3.12%; Contra Costa, CA 1.99%; Solano, CA 1.78%
Reasonable	81.6	30.2	10.00	8.2	3.0	California
Reasonable	83.6	15.7	10.00	8.4	1.6	National
<u>Internal Factors</u>						
Feeders	71.9	9.1	20.00	14.4	1.8	Feeders
Final Availability (%)			100.00	81.7	16.3	

Sonoma State University

Snapshot Date: 03/31/2020

Availability Analysis

Job Group: 3M - Other Education, Training, and Library Occupations

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	61.0	21.5	60.00	36.6	12.9	Sonoma, CA 88.31%; Marin, CA 4.80%; Alameda, CA 3.12%; Contra Costa, CA 1.99%; Solano, CA 1.78%
Reasonable	70.8	46.2	10.00	7.1	4.6	California
Reasonable	72.0	26.4	10.00	7.2	2.6	National
<u>Internal Factors</u>						
Feeders	79.4	13.3	20.00	15.9	2.7	Feeders
Final Availability (%)			100.00	66.7	22.8	

Sonoma State University

Snapshot Date: 03/31/2020

Availability Analysis

Job Group: 3N - Community Service, Legal, Arts - Student Service Professional

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	66.5	17.2	70.00	46.5	12.1	Sonoma, CA 88.31%; Marin, CA 4.80%; Alameda, CA 3.12%; Contra Costa, CA 1.99%; Solano, CA 1.78%
Reasonable	67.4	51.0	10.00	6.7	5.1	California
<u>Internal Factors</u>						
Feeders	80.5	28.3	20.00	16.1	5.7	Feeders
Final Availability (%)			100.00	69.4	22.8	

Sonoma State University

Snapshot Date: 03/31/2020

Availability Analysis

Job Group: 4A - Office and Administrative Support

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	93.4	21.7	70.00	65.4	15.2	Sonoma, CA 88.31%; Marin, CA 4.80%; Alameda, CA 3.12%; Contra Costa, CA 1.99%; Solano, CA 1.78%
Reasonable	91.0	47.7	5.00	4.6	2.4	
<u>Internal Factors</u>						
Feeders	85.2	34.6	25.00	21.3	8.6	Feeders
Final Availability (%)			100.00	91.3	26.2	

Sonoma State University

Snapshot Date: 03/31/2020

Availability Analysis

Job Group: 5A - Production, Transport, Material Moving - Production Occupation

	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
FACTOR	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	4.7	58.8	80.00	3.7	47.0	Sonoma, CA 88.31%; Marin, CA 4.80%; Alameda, CA 3.12%; Contra Costa, CA 1.99%; Solano, CA 1.78%
Reasonable	4.5	74.1	10.00	0.5	7.4	California
<u>Internal Factors</u>						
Feeders	6.7	46.7	10.00	0.7	4.7	Feeders
Final Availability (%)			100.00	4.8	59.1	

Sonoma State University

Snapshot Date: 03/31/2020

Availability Analysis

Job Group: 5B - Production, Transport, Material Moving - Transportation and Material Moving

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	1.8	26.3	80.00	1.4	21.1	Sonoma, CA 88.31%; Marin, CA 4.80%; Alameda, CA 3.12%; Contra Costa, CA 1.99%; Solano, CA 1.78%
Reasonable	3.2	51.0	10.00	0.3	5.1	California
<u>Internal Factors</u>						
Feeders	0.0	50.0	10.00	0.0	5.0	Feeders
Final Availability (%)			100.00	1.8	31.2	

Sonoma State University

Snapshot Date: 03/31/2020

Availability Analysis

Job Group: 6A - Natural Resources, Construction, Maintenance - Construction/Extraction

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	2.5	28.9	80.00	2.0	23.1	Sonoma, CA 88.31%; Marin, CA 4.80%; Alameda, CA 3.12%; Contra Costa, CA 1.99%; Solano, CA 1.78%
Reasonable	2.0	58.7	10.00	0.2	5.9	California
<u>Internal Factors</u>						
Feeders	2.9	15.0	10.00	0.3	1.5	Feeders
Final Availability (%)			100.00	2.5	30.5	

Sonoma State University

Snapshot Date: 03/31/2020

Availability Analysis

Job Group: 6B - Natural Resources, Construction, Maintenance - Farming/Forestry

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	4.6	68.5	80.00	3.7	54.8	Sonoma, CA 88.31%; Marin, CA 4.80%; Alameda, CA 3.12%; Contra Costa, CA 1.99%; Solano, CA 1.78%
Reasonable	5.2	82.8	10.00	0.5	8.3	California
<u>Internal Factors</u>						
Feeders	0.0	46.1	10.00	0.0	4.6	Feeders
Final Availability (%)			100.00	4.2	67.7	

Sonoma State University

Snapshot Date: 03/31/2020

Availability Analysis

Job Group: 6C - Natural Resources, Construction, Maintenance - Install/Maintain/Repair

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	1.7	19.3	80.00	1.4	15.4	Sonoma, CA 88.31%; Marin, CA 4.80%; Alameda, CA 3.12%; Contra Costa, CA 1.99%; Solano, CA 1.78%
Reasonable	4.6	56.5	10.00	0.5	5.7	California
<u>Internal Factors</u>						
Feeders	4.7	30.0	10.00	0.5	3.0	Feeders
Final Availability (%)			100.00	2.3	24.1	

Sonoma State University

Snapshot Date: 03/31/2020

Availability Analysis

Job Group: 6D - Service Occupations - Building, Grounds, Cleaning and Maintenance

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	20.5	59.6	90.00	18.5	53.7	Sonoma, CA 88.31%; Marin, CA 4.80%; Alameda, CA 3.12%; Contra Costa, CA 1.99%; Solano, CA 1.78%
<u>Internal Factors</u>						
Feeders	46.9	43.8	10.00	4.7	4.4	Feeders
Final Availability (%)			100.00	23.2	58.0	

Sonoma State University

Snapshot Date: 03/31/2020

Availability Analysis

Job Group: 6E - Service Occupations - Food Preparation and Service Related

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	41.0	70.4	80.00	32.8	56.3	Sonoma, CA 88.31%; Marin, CA 4.80%; Alameda, CA 3.12%; Contra Costa, CA 1.99%; Solano, CA 1.78%
<u>Internal Factors</u>						
Feeders	48.4	51.6	20.00	9.7	10.3	Feeders
Final Availability (%)			100.00	42.5	66.6	

Sonoma State University

Snapshot Date: 03/31/2020

Availability Analysis

Job Group: 6F - Service Occupations - Health Support

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	70.9	51.2	90.00	63.8	46.1	Sonoma, CA 88.31%; Marin, CA 4.80%; Alameda, CA 3.12%; Contra Costa, CA 1.99%; Solano, CA 1.78%
<u>Internal Factors</u>						
Feeders	100.0	50.0	10.00	10.0	5.0	Feeders
Final Availability (%)			100.00	73.8	51.1	

Sonoma State University

Snapshot Date: 03/31/2020

Availability Analysis

Job Group: 6H - Service Occupations - Protective Services

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	21.2	24.9	65.00	13.8	16.2	Sonoma, CA 88.31%; Marin, CA 4.80%; Alameda, CA 3.12%; Contra Costa, CA 1.99%; Solano, CA 1.78%
Reasonable	17.5	46.7	20.00	3.5	9.3	California
Reasonable	16.4	30.2	10.00	1.6	3.0	National
<u>Internal Factors</u>						
Feeders	20.0	20.0	5.00	1.0	1.0	Feeders
Final Availability (%)			100.00	20.0	29.5	

Sonoma State University

Snapshot Date: 03/31/2020

Internal Availability

AAP: Sonoma State University
Job Group: 1A - Management - Executive

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Sonoma State University	1B - Management	85.00	62.1	19.4	80.6	0.0	8.1	5.6	0.0	0.0	5.6	52.8	16.5	68.5	0.0	6.9	4.8	0.0	0.0	4.8
Sonoma State University	2A - Faculty - Departmen	5.00	100.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	5.0	0.0	5.0	0.0	0.0	0.0	0.0	0.0	0.0
Sonoma State University	2B - Faculty - Temporary	5.00	58.3	15.3	84.7	1.3	8.9	3.0	0.0	0.0	2.1	2.9	0.8	4.2	0.1	0.4	0.1	0.0	0.0	0.1
Sonoma State University	2C - Faculty - Tenure/Ten	5.00	50.0	26.1	73.9	1.8	8.6	12.6	0.5	0.0	2.7	2.5	1.3	3.7	0.1	0.4	0.6	0.0	0.0	0.1
Total:		100.00										63.2	18.5	81.5	0.2	7.7	5.6	0.0	0.0	5.0

Sonoma State University

Snapshot Date: 03/31/2020

Internal Availability

AAP: Sonoma State University

Job Group: 1B - Management

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Sonoma State University	2A - Faculty - Departmen	0.20	100.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.2	0.0	0.2	0.0	0.0	0.0	0.0	0.0	0.0
Sonoma State University	2B - Faculty - Temporary	25.27	58.3	15.3	84.7	1.3	8.9	3.0	0.0	0.0	2.1	14.7	3.9	21.4	0.3	2.3	0.8	0.0	0.0	0.5
Sonoma State University	2C - Faculty - Tenure/Ten	23.87	50.0	26.1	73.9	1.8	8.6	12.6	0.5	0.0	2.7	11.9	6.2	17.6	0.4	2.0	3.0	0.1	0.0	0.6
Sonoma State University	3A - Business and Finan	1.29	83.3	33.3	66.7	8.3	16.7	8.3	0.0	0.0	0.0	1.1	0.4	0.9	0.1	0.2	0.1	0.0	0.0	0.0
Sonoma State University	3B - Business and Finan	10.43	91.8	20.6	79.4	0.0	11.3	3.1	0.0	0.0	6.2	9.6	2.2	8.3	0.0	1.2	0.3	0.0	0.0	0.6
Sonoma State University	3C - Community Service,	4.95	50.0	23.9	76.1	0.0	10.9	8.7	0.0	0.0	4.3	2.5	1.2	3.8	0.0	0.5	0.4	0.0	0.0	0.2
Sonoma State University	3D - Community Service,	0.11	0.0	100.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.1	0.0	0.0	0.0	0.0
Sonoma State University	3E - Community Service,	2.15	30.0	25.0	75.0	0.0	15.0	5.0	0.0	0.0	5.0	0.6	0.5	1.6	0.0	0.3	0.1	0.0	0.0	0.1
Sonoma State University	3F - Computer, Engineer	3.98	18.9	27.0	73.0	0.0	10.8	5.4	0.0	2.7	8.1	0.8	1.1	2.9	0.0	0.4	0.2	0.0	0.1	0.3
Sonoma State University	3G - Computer, Enginee	3.12	62.1	20.7	79.3	3.4	6.9	10.3	0.0	0.0	0.0	1.9	0.6	2.5	0.1	0.2	0.3	0.0	0.0	0.0
Sonoma State University	3H - Teaching/Graduate A	10.00	66.7	49.5	50.5	1.1	32.3	6.5	0.0	0.0	9.7	6.7	4.9	5.1	0.1	3.2	0.6	0.0	0.0	1.0
Sonoma State University	3I - Healthcare Practition	1.61	80.0	6.7	93.3	0.0	6.7	0.0	0.0	0.0	0.0	1.3	0.1	1.5	0.0	0.1	0.0	0.0	0.0	0.0
Sonoma State University	3J - Librarian, Curators a	1.08	60.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.6	0.0	1.1	0.0	0.0	0.0	0.0	0.0	0.0
Sonoma State University	3K - Librarian, Curators a	0.86	100.0	25.0	75.0	0.0	25.0	0.0	0.0	0.0	0.0	0.9	0.2	0.6	0.0	0.2	0.0	0.0	0.0	0.0
Sonoma State University	3M - Other Education, Tra	1.08	90.0	20.0	80.0	0.0	20.0	0.0	0.0	0.0	0.0	1.0	0.2	0.9	0.0	0.2	0.0	0.0	0.0	0.0
Sonoma State University	3N - Community Service,	10.00	78.5	53.8	46.2	11.8	34.4	5.4	0.0	0.0	2.2	7.8	5.4	4.6	1.2	3.4	0.5	0.0	0.0	0.2
Total:		100.00										61.6	27.1	72.9	2.3	14.5	6.5	0.1	0.1	3.7

Sonoma State University

Snapshot Date: 03/31/2020

Internal Availability

AAP: Sonoma State University
Job Group: 2A - Faculty - Department Chair

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Sonoma State University	2C - Faculty - Tenure/Ten	100.00	50.0	26.1	73.9	1.8	8.6	12.6	0.5	0.0	2.7	50.0	26.1	73.9	1.8	8.6	12.6	0.5	0.0	2.7
Total:		100.00	50.0									26.1	73.9	1.8	8.6	12.6	0.5	0.0	2.7	

Sonoma State University

Snapshot Date: 03/31/2020

Internal Availability

AAP: Sonoma State University

Job Group: 2B - Faculty - Temporary

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Sonoma State University	3A - Business and Finan	2.54	83.3	33.3	66.7	8.3	16.7	8.3	0.0	0.0	0.0	2.1	0.8	1.7	0.2	0.4	0.2	0.0	0.0	0.0
Sonoma State University	3B - Business and Finan	20.59	91.8	20.6	79.4	0.0	11.3	3.1	0.0	0.0	6.2	18.9	4.2	16.3	0.0	2.3	0.6	0.0	0.0	1.3
Sonoma State University	3C - Community Service,	9.77	50.0	23.9	76.1	0.0	10.9	8.7	0.0	0.0	4.3	4.9	2.3	7.4	0.0	1.1	0.8	0.0	0.0	0.4
Sonoma State University	3D - Community Service,	0.21	0.0	100.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.2	0.0	0.0	0.2	0.0	0.0	0.0	0.0
Sonoma State University	3E - Community Service,	4.25	30.0	25.0	75.0	0.0	15.0	5.0	0.0	0.0	5.0	1.3	1.1	3.2	0.0	0.6	0.2	0.0	0.0	0.2
Sonoma State University	3F - Computer, Engineer	7.86	18.9	27.0	73.0	0.0	10.8	5.4	0.0	2.7	8.1	1.5	2.1	5.7	0.0	0.8	0.4	0.0	0.2	0.6
Sonoma State University	3G - Computer, Enginee	6.16	62.1	20.7	79.3	3.4	6.9	10.3	0.0	0.0	0.0	3.8	1.3	4.9	0.2	0.4	0.6	0.0	0.0	0.0
Sonoma State University	3H - Teaching/Graduate A	19.75	66.7	49.5	50.5	1.1	32.3	6.5	0.0	0.0	9.7	13.2	9.8	10.0	0.2	6.4	1.3	0.0	0.0	1.9
Sonoma State University	3I - Healthcare Practition	3.18	80.0	6.7	93.3	0.0	6.7	0.0	0.0	0.0	0.0	2.5	0.2	3.0	0.0	0.2	0.0	0.0	0.0	0.0
Sonoma State University	3J - Librarian, Curators a	2.12	60.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	1.3	0.0	2.1	0.0	0.0	0.0	0.0	0.0	0.0
Sonoma State University	3K - Librarian, Curators a	1.70	100.0	25.0	75.0	0.0	25.0	0.0	0.0	0.0	0.0	1.7	0.4	1.3	0.0	0.4	0.0	0.0	0.0	0.0
Sonoma State University	3M - Other Education, Tra	2.12	90.0	20.0	80.0	0.0	20.0	0.0	0.0	0.0	0.0	1.9	0.4	1.7	0.0	0.4	0.0	0.0	0.0	0.0
Sonoma State University	3N - Community Service,	19.75	78.5	53.8	46.2	11.8	34.4	5.4	0.0	0.0	2.2	15.5	10.6	9.1	2.3	6.8	1.1	0.0	0.0	0.4
Total:		100.00										68.6	33.5	66.5	3.0	20.2	5.3	0.0	0.2	4.9

Sonoma State University

Snapshot Date: 03/31/2020

Internal Availability

AAP: Sonoma State University
Job Group: 2C - Faculty - Tenure/Tenure-Track

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Sonoma State University	2B - Faculty - Temporary	100.00	58.3	15.3	84.7	1.3	8.9	3.0	0.0	0.0	2.1	58.3	15.3	84.7	1.3	8.9	3.0	0.0	0.0	2.1
Total:		100.00	58.3									15.3	84.7	1.3	8.9	3.0	0.0	0.0	2.1	

Sonoma State University

Snapshot Date: 03/31/2020

Internal Availability

AAP: Sonoma State University

Job Group: 3A - Business and Financial Operations - Financial Specialists

		Wght	Raw (%)									Weighted (%)								
Plan	Feeder	(%)	F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Sonoma State University	2A - Faculty - Departmen	10.00	100.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	10.0	0.0	10.0	0.0	0.0	0.0	0.0	0.0	0.0
Sonoma State University	2B - Faculty - Temporary	10.00	58.3	15.3	84.7	1.3	8.9	3.0	0.0	0.0	2.1	5.8	1.5	8.5	0.1	0.9	0.3	0.0	0.0	0.2
Sonoma State University	2C - Faculty - Tenure/Ten	10.00	50.0	26.1	73.9	1.8	8.6	12.6	0.5	0.0	2.7	5.0	2.6	7.4	0.2	0.9	1.3	0.0	0.0	0.3
Sonoma State University	4A - Office and Administra	70.00	85.2	34.6	65.4	4.9	21.0	6.2	1.2	0.0	1.2	59.6	24.2	45.8	3.5	14.7	4.3	0.9	0.0	0.9
Total:		100.00	80.5									28.3	71.7	3.8	16.4	5.9	0.9	0.0	1.3	

Sonoma State University

Snapshot Date: 03/31/2020

Internal Availability

AAP: Sonoma State University

Job Group: 3B - Business and Financial Operations - Business Specialists

		Wght	Raw (%)									Weighted (%)								
Plan	Feeder	(%)	F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Sonoma State University	2A - Faculty - Departmen	10.00	100.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	10.0	0.0	10.0	0.0	0.0	0.0	0.0	0.0	0.0
Sonoma State University	2B - Faculty - Temporary	10.00	58.3	15.3	84.7	1.3	8.9	3.0	0.0	0.0	2.1	5.8	1.5	8.5	0.1	0.9	0.3	0.0	0.0	0.2
Sonoma State University	2C - Faculty - Tenure/Ten	10.00	50.0	26.1	73.9	1.8	8.6	12.6	0.5	0.0	2.7	5.0	2.6	7.4	0.2	0.9	1.3	0.0	0.0	0.3
Sonoma State University	4A - Office and Administra	70.00	85.2	34.6	65.4	4.9	21.0	6.2	1.2	0.0	1.2	59.6	24.2	45.8	3.5	14.7	4.3	0.9	0.0	0.9
Total:		100.00	80.5									28.3	71.7	3.8	16.4	5.9	0.9	0.0	1.3	

Sonoma State University

Snapshot Date: 03/31/2020

Internal Availability

AAP: Sonoma State University

Job Group: 3C - Community Service, Legal, Arts - Arts, Design, Entertainments and Media

		Wght	Raw (%)									Weighted (%)								
Plan	Feeder	(%)	F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Sonoma State University	2A - Faculty - Departmen	10.00	100.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	10.0	0.0	10.0	0.0	0.0	0.0	0.0	0.0	0.0
Sonoma State University	2B - Faculty - Temporary	10.00	58.3	15.3	84.7	1.3	8.9	3.0	0.0	0.0	2.1	5.8	1.5	8.5	0.1	0.9	0.3	0.0	0.0	0.2
Sonoma State University	2C - Faculty - Tenure/Ten	10.00	50.0	26.1	73.9	1.8	8.6	12.6	0.5	0.0	2.7	5.0	2.6	7.4	0.2	0.9	1.3	0.0	0.0	0.3
Sonoma State University	4A - Office and Administra	70.00	85.2	34.6	65.4	4.9	21.0	6.2	1.2	0.0	1.2	59.6	24.2	45.8	3.5	14.7	4.3	0.9	0.0	0.9
Total:		100.00	80.5									28.3	71.7	3.8	16.4	5.9	0.9	0.0	1.3	

Sonoma State University

Snapshot Date: 03/31/2020

Internal Availability

AAP: Sonoma State University

Job Group: 3D - Community Service, Legal, Arts - Community and Social Service

		Wght	Raw (%)									Weighted (%)								
Plan	Feeder	(%)	F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Sonoma State University	2A - Faculty - Departmen	10.00	100.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	10.0	0.0	10.0	0.0	0.0	0.0	0.0	0.0	0.0
Sonoma State University	2B - Faculty - Temporary	10.00	58.3	15.3	84.7	1.3	8.9	3.0	0.0	0.0	2.1	5.8	1.5	8.5	0.1	0.9	0.3	0.0	0.0	0.2
Sonoma State University	2C - Faculty - Tenure/Ten	10.00	50.0	26.1	73.9	1.8	8.6	12.6	0.5	0.0	2.7	5.0	2.6	7.4	0.2	0.9	1.3	0.0	0.0	0.3
Sonoma State University	4A - Office and Administra	70.00	85.2	34.6	65.4	4.9	21.0	6.2	1.2	0.0	1.2	59.6	24.2	45.8	3.5	14.7	4.3	0.9	0.0	0.9
Total:		100.00	80.5									28.3	71.7	3.8	16.4	5.9	0.9	0.0	1.3	

Sonoma State University

Snapshot Date: 03/31/2020

Internal Availability

AAP: Sonoma State University

Job Group: 3E - Community Service, Legal, Arts - Sports

		Wght	Raw (%)									Weighted (%)								
Plan	Feeder	(%)	F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Sonoma State University	2A - Faculty - Departmen	10.00	100.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	10.0	0.0	10.0	0.0	0.0	0.0	0.0	0.0	0.0
Sonoma State University	2B - Faculty - Temporary	10.00	58.3	15.3	84.7	1.3	8.9	3.0	0.0	0.0	2.1	5.8	1.5	8.5	0.1	0.9	0.3	0.0	0.0	0.2
Sonoma State University	2C - Faculty - Tenure/Ten	10.00	50.0	26.1	73.9	1.8	8.6	12.6	0.5	0.0	2.7	5.0	2.6	7.4	0.2	0.9	1.3	0.0	0.0	0.3
Sonoma State University	4A - Office and Administra	70.00	85.2	34.6	65.4	4.9	21.0	6.2	1.2	0.0	1.2	59.6	24.2	45.8	3.5	14.7	4.3	0.9	0.0	0.9
Total:		100.00	80.5									28.3	71.7	3.8	16.4	5.9	0.9	0.0	1.3	

Sonoma State University

Snapshot Date: 03/31/2020

Internal Availability

AAP: Sonoma State University

Job Group: 3F - Computer, Engineering, and Science Occupations - Computer and Math

		Wght	Raw (%)									Weighted (%)								
Plan	Feeder	(%)	F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Sonoma State University	2A - Faculty - Departmen	10.00	100.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	10.0	0.0	10.0	0.0	0.0	0.0	0.0	0.0	0.0
Sonoma State University	2B - Faculty - Temporary	10.00	58.3	15.3	84.7	1.3	8.9	3.0	0.0	0.0	2.1	5.8	1.5	8.5	0.1	0.9	0.3	0.0	0.0	0.2
Sonoma State University	2C - Faculty - Tenure/Ten	10.00	50.0	26.1	73.9	1.8	8.6	12.6	0.5	0.0	2.7	5.0	2.6	7.4	0.2	0.9	1.3	0.0	0.0	0.3
Sonoma State University	4A - Office and Administra	70.00	85.2	34.6	65.4	4.9	21.0	6.2	1.2	0.0	1.2	59.6	24.2	45.8	3.5	14.7	4.3	0.9	0.0	0.9
Total:		100.00	80.5									28.3	71.7	3.8	16.4	5.9	0.9	0.0	1.3	

Sonoma State University

Snapshot Date: 03/31/2020

Internal Availability

AAP: Sonoma State University

Job Group: 3G - Computer, Engineering, and Science Occupations - Life, Physical and Social Science

		Wght	Raw (%)									Weighted (%)								
Plan	Feeder	(%)	F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Sonoma State University	2A - Faculty - Departmen	10.00	100.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	10.0	0.0	10.0	0.0	0.0	0.0	0.0	0.0	0.0
Sonoma State University	2B - Faculty - Temporary	10.00	58.3	15.3	84.7	1.3	8.9	3.0	0.0	0.0	2.1	5.8	1.5	8.5	0.1	0.9	0.3	0.0	0.0	0.2
Sonoma State University	2C - Faculty - Tenure/Ten	10.00	50.0	26.1	73.9	1.8	8.6	12.6	0.5	0.0	2.7	5.0	2.6	7.4	0.2	0.9	1.3	0.0	0.0	0.3
Sonoma State University	4A - Office and Administra	70.00	85.2	34.6	65.4	4.9	21.0	6.2	1.2	0.0	1.2	59.6	24.2	45.8	3.5	14.7	4.3	0.9	0.0	0.9
Total:		100.00	80.5									28.3	71.7	3.8	16.4	5.9	0.9	0.0	1.3	

Sonoma State University

Snapshot Date: 03/31/2020

Internal Availability

AAP: Sonoma State University
Job Group: 3I - Healthcare Practitioner & Tech

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Sonoma State University	3I - Healthcare Practition	60.00	80.0	6.7	93.3	0.0	6.7	0.0	0.0	0.0	0.0	48.0	4.0	56.0	0.0	4.0	0.0	0.0	0.0	0.0
Sonoma State University	6F - Service Occupations	40.00	100.0	50.0	50.0	0.0	50.0	0.0	0.0	0.0	0.0	40.0	20.0	20.0	0.0	20.0	0.0	0.0	0.0	0.0
Total:		100.00										88.0	24.0	76.0	0.0	24.0	0.0	0.0	0.0	0.0

Sonoma State University

Snapshot Date: 03/31/2020

Internal Availability

AAP: Sonoma State University

Job Group: 3J - Librarian, Curators and Archivist -Library Technicians

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Sonoma State University	2A - Faculty - Departmen	5.00	100.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	5.0	0.0	5.0	0.0	0.0	0.0	0.0	0.0	0.0
Sonoma State University	2B - Faculty - Temporary	5.00	58.3	15.3	84.7	1.3	8.9	3.0	0.0	0.0	2.1	2.9	0.8	4.2	0.1	0.4	0.1	0.0	0.0	0.1
Sonoma State University	2C - Faculty - Tenure/Ten	5.00	50.0	26.1	73.9	1.8	8.6	12.6	0.5	0.0	2.7	2.5	1.3	3.7	0.1	0.4	0.6	0.0	0.0	0.1
Sonoma State University	3K - Librarian, Curators a	50.00	100.0	25.0	75.0	0.0	25.0	0.0	0.0	0.0	0.0	50.0	12.5	37.5	0.0	12.5	0.0	0.0	0.0	0.0
Sonoma State University	3M - Other Education, Tra	35.00	90.0	20.0	80.0	0.0	20.0	0.0	0.0	0.0	0.0	31.5	7.0	28.0	0.0	7.0	0.0	0.0	0.0	0.0
Total:		100.00										91.9	21.6	78.4	0.2	20.4	0.8	0.0	0.0	0.2

Sonoma State University

Snapshot Date: 03/31/2020

Internal Availability

AAP: Sonoma State University

Job Group: 3K - Librarian, Curators and Archivist -Librarians

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Sonoma State University	2A - Faculty - Departmen	5.00	100.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	5.0	0.0	5.0	0.0	0.0	0.0	0.0	0.0	0.0
Sonoma State University	2B - Faculty - Temporary	5.00	58.3	15.3	84.7	1.3	8.9	3.0	0.0	0.0	2.1	2.9	0.8	4.2	0.1	0.4	0.1	0.0	0.0	0.1
Sonoma State University	2C - Faculty - Tenure/Ten	5.00	50.0	26.1	73.9	1.8	8.6	12.6	0.5	0.0	2.7	2.5	1.3	3.7	0.1	0.4	0.6	0.0	0.0	0.1
Sonoma State University	3J - Librarian, Curators a	50.00	60.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	30.0	0.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0
Sonoma State University	3M - Other Education, Tra	35.00	90.0	20.0	80.0	0.0	20.0	0.0	0.0	0.0	0.0	31.5	7.0	28.0	0.0	7.0	0.0	0.0	0.0	0.0
Total:		100.00	71.9									9.1	90.9	0.2	7.9	0.8	0.0	0.0	0.2	

Sonoma State University

Snapshot Date: 03/31/2020

Internal Availability

AAP: Sonoma State University

Job Group: 3M - Other Education, Training, and Library Occupations

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Sonoma State University	2A - Faculty - Departmen	5.00	100.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	5.0	0.0	5.0	0.0	0.0	0.0	0.0	0.0	0.0
Sonoma State University	2B - Faculty - Temporary	5.00	58.3	15.3	84.7	1.3	8.9	3.0	0.0	0.0	2.1	2.9	0.8	4.2	0.1	0.4	0.1	0.0	0.0	0.1
Sonoma State University	2C - Faculty - Tenure/Ten	5.00	50.0	26.1	73.9	1.8	8.6	12.6	0.5	0.0	2.7	2.5	1.3	3.7	0.1	0.4	0.6	0.0	0.0	0.1
Sonoma State University	3J - Librarian, Curators a	40.00	60.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	24.0	0.0	40.0	0.0	0.0	0.0	0.0	0.0	0.0
Sonoma State University	3K - Librarian, Curators a	45.00	100.0	25.0	75.0	0.0	25.0	0.0	0.0	0.0	0.0	45.0	11.3	33.8	0.0	11.3	0.0	0.0	0.0	0.0
Total:		100.00	79.4									13.3	86.7	0.2	12.1	0.8	0.0	0.0	0.2	

Sonoma State University

Snapshot Date: 03/31/2020

Internal Availability

AAP: Sonoma State University

Job Group: 3N - Community Service, Legal, Arts - Student Service Professional

		Wght	Raw (%)										Weighted (%)									
Plan	Feeder	(%)	F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+		
Sonoma State University	2A - Faculty - Departmen	10.00	100.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	10.0	0.0	10.0	0.0	0.0	0.0	0.0	0.0	0.0		
Sonoma State University	2B - Faculty - Temporary	10.00	58.3	15.3	84.7	1.3	8.9	3.0	0.0	0.0	2.1	5.8	1.5	8.5	0.1	0.9	0.3	0.0	0.0	0.2		
Sonoma State University	2C - Faculty - Tenure/Ten	10.00	50.0	26.1	73.9	1.8	8.6	12.6	0.5	0.0	2.7	5.0	2.6	7.4	0.2	0.9	1.3	0.0	0.0	0.3		
Sonoma State University	4A - Office and Administra	70.00	85.2	34.6	65.4	4.9	21.0	6.2	1.2	0.0	1.2	59.6	24.2	45.8	3.5	14.7	4.3	0.9	0.0	0.9		
Total:		100.00	80.5										28.3	71.7	3.8	16.4	5.9	0.9	0.0	1.3		

Sonoma State University

Snapshot Date: 03/31/2020

Internal Availability

AAP: Sonoma State University

Job Group: 4A - Office and Administrative Support

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Sonoma State University	4A - Office and Administra	100.00	85.2	34.6	65.4	4.9	21.0	6.2	1.2	0.0	1.2	85.2	34.6	65.4	4.9	21.0	6.2	1.2	0.0	1.2
Total:		100.00										85.2	34.6	65.4	4.9	21.0	6.2	1.2	0.0	1.2

Sonoma State University

Snapshot Date: 03/31/2020

Internal Availability

AAP: Sonoma State University

Job Group: 5A - Production, Transport, Material Moving - Production Occupation

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Sonoma State University	5A - Production, Transpo	60.00	11.1	44.4	55.6	0.0	33.3	0.0	0.0	0.0	11.1	6.7	26.7	33.3	0.0	20.0	0.0	0.0	0.0	6.7
Sonoma State University	5B - Production, Transpo	40.00	0.0	50.0	50.0	10.0	20.0	10.0	0.0	0.0	10.0	0.0	20.0	20.0	4.0	8.0	4.0	0.0	0.0	4.0
Total:		100.00										6.7	46.7	53.3	4.0	28.0	4.0	0.0	0.0	10.7

Sonoma State University

Snapshot Date: 03/31/2020

Internal Availability

AAP: Sonoma State University

Job Group: 5B - Production, Transport, Material Moving - Transportation and Material Moving

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Sonoma State University	5B - Production, Transpo	100.00	0.0	50.0	50.0	10.0	20.0	10.0	0.0	0.0	10.0	0.0	50.0	50.0	10.0	20.0	10.0	0.0	0.0	10.0
Total:		100.00										0.0	50.0	50.0	10.0	20.0	10.0	0.0	0.0	10.0

Sonoma State University

Snapshot Date: 03/31/2020

Internal Availability

AAP: Sonoma State University

Job Group: 6A - Natural Resources, Construction, Maintenance - Construction/Extraction

		Wght (%)	Raw (%)										Weighted (%)									
Plan	Feeder		F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+		
Sonoma State University	6A - Natural Resources,	85.00	0.0	11.1	88.9	0.0	11.1	0.0	0.0	0.0	0.0	0.0	9.4	75.6	0.0	9.4	0.0	0.0	0.0	0.0		
Sonoma State University	6C - Natural Resources,	10.00	5.6	33.3	66.7	0.0	16.7	0.0	0.0	0.0	16.7	0.6	3.3	6.7	0.0	1.7	0.0	0.0	0.0	1.7		
Sonoma State University	6D - Service Occupations	5.00	46.9	43.8	56.3	6.3	31.3	3.1	0.0	0.0	3.1	2.3	2.2	2.8	0.3	1.6	0.2	0.0	0.0	0.2		
Total:		100.00											2.9	15.0	85.0	0.3	12.7	0.2	0.0	0.0	1.8	

Sonoma State University

Snapshot Date: 03/31/2020

Internal Availability

AAP: Sonoma State University

Job Group: 6B - Natural Resources, Construction, Maintenance - Farming/Forestry

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Sonoma State University	6A - Natural Resources,	10.00	0.0	11.1	88.9	0.0	11.1	0.0	0.0	0.0	0.0	0.0	1.1	8.9	0.0	1.1	0.0	0.0	0.0	0.0
Sonoma State University	6B - Natural Resources,	90.00	0.0	50.0	50.0	0.0	50.0	0.0	0.0	0.0	0.0	0.0	45.0	45.0	0.0	45.0	0.0	0.0	0.0	0.0
Total:		100.00										0.0	46.1	53.9	0.0	46.1	0.0	0.0	0.0	0.0

Sonoma State University

Snapshot Date: 03/31/2020

Internal Availability

AAP: Sonoma State University

Job Group: 6C - Natural Resources, Construction, Maintenance - Install/Maintain/Repair

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Sonoma State University	6A - Natural Resources,	15.00	0.0	11.1	88.9	0.0	11.1	0.0	0.0	0.0	0.0	0.0	1.7	13.3	0.0	1.7	0.0	0.0	0.0	0.0
Sonoma State University	6C - Natural Resources,	85.00	5.6	33.3	66.7	0.0	16.7	0.0	0.0	0.0	16.7	4.7	28.3	56.7	0.0	14.2	0.0	0.0	0.0	14.2
Total:		100.00										4.7	30.0	70.0	0.0	15.8	0.0	0.0	0.0	14.2

Sonoma State University

Snapshot Date: 03/31/2020

Internal Availability

AAP: Sonoma State University

Job Group: 6D - Service Occupations - Building, Grounds, Cleaning and Maintenance

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Sonoma State University	6D - Service Occupations	100.00	46.9	43.8	56.3	6.3	31.3	3.1	0.0	0.0	3.1	46.9	43.8	56.3	6.3	31.3	3.1	0.0	0.0	3.1
Total:		100.00										46.9	43.8	56.3	6.3	31.3	3.1	0.0	0.0	3.1

Sonoma State University

Snapshot Date: 03/31/2020

Internal Availability

AAP: Sonoma State University

Job Group: 6E - Service Occupations - Food Preparation and Service Related

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Sonoma State University	6E - Service Occupations	100.00	48.4	51.6	48.4	0.0	48.4	0.0	3.2	0.0	0.0	48.4	51.6	48.4	0.0	48.4	0.0	3.2	0.0	0.0
Total:		100.00	48.4									51.6	48.4	0.0	48.4	0.0	3.2	0.0	0.0	

Sonoma State University

Snapshot Date: 03/31/2020

Internal Availability

AAP: Sonoma State University

Job Group: 6F - Service Occupations - Health Support

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Sonoma State University	6F - Service Occupations	100.00	100.0	50.0	50.0	0.0	50.0	0.0	0.0	0.0	0.0	100.0	50.0	50.0	0.0	50.0	0.0	0.0	0.0	0.0
Total:		100.00										100.0	50.0	50.0	0.0	50.0	0.0	0.0	0.0	0.0

Sonoma State University

Snapshot Date: 03/31/2020

Internal Availability

AAP: Sonoma State University

Job Group: 6H - Service Occupations - Protective Services

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Sonoma State University	6H - Service Occupations	100.00	20.0	20.0	80.0	20.0	0.0	0.0	0.0	0.0	0.0	20.0	20.0	80.0	20.0	0.0	0.0	0.0	0.0	0.0
Total:		100.00										20.0	20.0	80.0	20.0	0.0	0.0	0.0	0.0	0.0

Sonoma State University

Snapshot Date: 03/31/2020

Comparison of Incumbency to Availability and Placement Goals

Job Group: 1A - Management - Executive

Test: Whole Person

Total Employees: 28

Total		
	FEMALE	MINORITY
Employees (#)	13	7
Employees (%)	46.4	25.0
Availability (%) Goal	64.5	26.0
Test: Whole Person	YES	NO
Add'l Needed to Eliminate Problem Area (#)	5	0

Sonoma State University

Snapshot Date: 03/31/2020

Comparison of Incumbency to Availability and Placement Goals

Job Group: 1B - Management

Test: Whole Person

Total Employees: 124

Total		
	FEMALE	MINORITY
Employees (#)	77	24
Employees (%)	62.1	19.4
Availability (%) Goal	66.3	27.7
Test: Whole Person	YES	YES
Add'l Needed to Eliminate Problem Area (#)	5	10

Sonoma State University

Snapshot Date: 03/31/2020

Comparison of Incumbency to Availability and Placement Goals

Job Group: 2A - Faculty - Department Chair

Test: Whole Person

Total Employees: 2

Total		
	FEMALE	MINORITY
Employees (#)	2	0
Employees (%)	100.0	0.0
Availability (%) Goal	50.0	26.1
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

Sonoma State University

Snapshot Date: 03/31/2020

Comparison of Incumbency to Availability and Placement Goals

Job Group: 2B - Faculty - Temporary

Test: Whole Person

Total Employees: 235

Total		
	FEMALE	MINORITY
Employees (#)	137	36
Employees (%)	58.3	15.3
Availability (%) Goal	54.3	20.7
Test: Whole Person	NO	YES
Add'l Needed to Eliminate Problem Area (#)	0	12

Sonoma State University

Snapshot Date: 03/31/2020

Comparison of Incumbency to Availability and Placement Goals

Job Group: 2C - Faculty - Tenure/Tenure-Track

Test: Whole Person

Total Employees: 222

	Total	
	FEMALE	MINORITY
Employees (#)	111	58
Employees (%)	50.0	26.1
Availability (%) Goal	50.2	24.2
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

Sonoma State University

Snapshot Date: 03/31/2020

Comparison of Incumbency to Availability and Placement Goals

Job Group: 3A - Business and Financial Operations - Financial Specialists

Test: Whole Person

Total Employees: 12

	Total	
	FEMALE	MINORITY
Employees (#)	10	4
Employees (%)	83.3	33.3
Availability (%) Goal	77.3	21.9
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

Sonoma State University

Snapshot Date: 03/31/2020

Comparison of Incumbency to Availability and Placement Goals

Job Group: 3B - Business and Financial Operations - Business Specialists

Test: Whole Person

Total Employees: 97

Total		
	FEMALE	MINORITY
Employees (#)	89	20
Employees (%)	91.8	20.6
Availability (%) Goal	78.3	30.9
Test: Whole Person	NO	YES
Add'l Needed to Eliminate Problem Area (#)	0	9

Sonoma State University

Snapshot Date: 03/31/2020

Comparison of Incumbency to Availability and Placement Goals

Job Group: 3C - Community Service, Legal, Arts - Arts, Design, Entertainments and Media

Test: Whole Person

Total Employees: 46

Total		
	FEMALE	MINORITY
Employees (#)	23	11
Employees (%)	50.0	23.9
Availability (%) Goal	62.8	36.6
Test: Whole Person	YES	YES
Add'l Needed to Eliminate Problem Area (#)	5	5

Sonoma State University

Snapshot Date: 03/31/2020

Comparison of Incumbency to Availability and Placement Goals

Job Group: 3D - Community Service, Legal, Arts - Community and Social Service

Test: Whole Person

Total Employees: 1

Total		
	FEMALE	MINORITY
Employees (#)	0	1
Employees (%)	0.0	100.0
Availability (%) Goal	81.1	29.8
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

Sonoma State University

Snapshot Date: 03/31/2020

Comparison of Incumbency to Availability and Placement Goals

Job Group: 3E - Community Service, Legal, Arts - Sports

Test: Whole Person

Total Employees: 20

Total		
	FEMALE	MINORITY
Employees (#)	6	5
Employees (%)	30.0	25.0
Availability (%) Goal	34.3	19.8
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

Sonoma State University

Snapshot Date: 03/31/2020

Comparison of Incumbency to Availability and Placement Goals

Job Group: 3F - Computer, Engineering, and Science Occupations - Computer and Math

Test: Whole Person

Total Employees: 37

	Total	
	FEMALE	MINORITY
Employees (#)	7	10
Employees (%)	18.9	27.0
Availability (%) Goal	37.8	30.2
Test: Whole Person	YES	YES
Add'l Needed to Eliminate Problem Area (#)	6	1

Sonoma State University

Snapshot Date: 03/31/2020

Comparison of Incumbency to Availability and Placement Goals

Job Group: 3G - Computer, Engineering, and Science Occupations - Life, Physical and Social Science

Test: Whole Person

Total Employees: 29

Total		
	FEMALE	MINORITY
Employees (#)	18	6
Employees (%)	62.1	20.7
Availability (%) Goal	61.9	38.5
Test: Whole Person	NO	YES
Add'l Needed to Eliminate Problem Area (#)	0	5

Sonoma State University

Snapshot Date: 03/31/2020

Comparison of Incumbency to Availability and Placement Goals

Job Group: 3H - Teaching/Graduate Assistants

Test: Whole Person

Total Employees: 93

	Total	
	FEMALE	MINORITY
Employees (#)	62	46
Employees (%)	66.7	49.5
Availability (%) Goal	68.1	23.0
Test: Whole Person	YES	NO
Add'l Needed to Eliminate Problem Area (#)	1	0

Sonoma State University

Snapshot Date: 03/31/2020

Comparison of Incumbency to Availability and Placement Goals

Job Group: 3I - Healthcare Practitioner & Tech

Test: Whole Person

Total Employees: 15

Total		
	FEMALE	MINORITY
Employees (#)	12	1
Employees (%)	80.0	6.7
Availability (%) Goal	61.3	20.4
Test: Whole Person	NO	YES
Add'l Needed to Eliminate Problem Area (#)	0	2

Sonoma State University

Snapshot Date: 03/31/2020

Comparison of Incumbency to Availability and Placement Goals

Job Group: 3J - Librarian, Curators and Archivist -Library Technicians

Test: Whole Person

Total Employees: 10

Total		
	FEMALE	MINORITY
Employees (#)	6	0
Employees (%)	60.0	0.0
Availability (%) Goal	84.1	19.4
Test: Whole Person	YES	YES
Add'l Needed to Eliminate Problem Area (#)	2	1

Sonoma State University

Snapshot Date: 03/31/2020

Comparison of Incumbency to Availability and Placement Goals

Job Group: 3K - Librarian, Curators and Archivist -Librarians

Test: Whole Person

Total Employees: 8

	Total	
	FEMALE	MINORITY
Employees (#)	8	2
Employees (%)	100.0	25.0
Availability (%) Goal	81.7	16.3
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

Sonoma State University

Snapshot Date: 03/31/2020

Comparison of Incumbency to Availability and Placement Goals

Job Group: 3M - Other Education, Training, and Library Occupations

Test: Whole Person

Total Employees: 10

Total		
	FEMALE	MINORITY
Employees (#)	9	2
Employees (%)	90.0	20.0
Availability (%) Goal	66.7	22.8
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

Sonoma State University

Snapshot Date: 03/31/2020

Comparison of Incumbency to Availability and Placement Goals

Job Group: 3N - Community Service, Legal, Arts - Student Service Professional

Test: Whole Person

Total Employees: 93

Total		
	FEMALE	MINORITY
Employees (#)	73	50
Employees (%)	78.5	53.8
Availability (%) Goal	69.4	22.8
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

Sonoma State University

Snapshot Date: 03/31/2020

Comparison of Incumbency to Availability and Placement Goals

Job Group: 4A - Office and Administrative Support

Test: Whole Person

Total Employees: 81

Total		
	FEMALE	MINORITY
Employees (#)	69	28
Employees (%)	85.2	34.6
Availability (%) Goal	91.3	26.2
Test: Whole Person	YES	NO
Add'l Needed to Eliminate Problem Area (#)	4	0

Sonoma State University

Snapshot Date: 03/31/2020

Comparison of Incumbency to Availability and Placement Goals

Job Group: 5A - Production, Transport, Material Moving - Production Occupation

Test: Whole Person

Total Employees: 9

Total		
	FEMALE	MINORITY
Employees (#)	1	4
Employees (%)	11.1	44.4
Availability (%) Goal	4.8	59.1
Test: Whole Person	NO	YES
Add'l Needed to Eliminate Problem Area (#)	0	1

Sonoma State University

Snapshot Date: 03/31/2020

Comparison of Incumbency to Availability and Placement Goals

Job Group: 5B - Production, Transport, Material Moving - Transportation and Material Moving

Test: Whole Person

Total Employees: 10

Total		
	FEMALE	MINORITY
Employees (#)	0	5
Employees (%)	0.0	50.0
Availability (%) Goal	1.8	31.2
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

Sonoma State University

Snapshot Date: 03/31/2020

Comparison of Incumbency to Availability and Placement Goals

Job Group: 6A - Natural Resources, Construction, Maintenance - Construction/Extraction

Test: Whole Person

Total Employees: 9

Total		
	FEMALE	MINORITY
Employees (#)	0	1
Employees (%)	0.0	11.1
Availability (%) Goal	2.5	30.5
Test: Whole Person	NO	YES
Add'l Needed to Eliminate Problem Area (#)	0	1

Sonoma State University

Snapshot Date: 03/31/2020

Comparison of Incumbency to Availability and Placement Goals

Job Group: 6B - Natural Resources, Construction, Maintenance - Farming/Forestry

Test: Whole Person

Total Employees: 6

Total		
	FEMALE	MINORITY
Employees (#)	0	3
Employees (%)	0.0	50.0
Availability (%) Goal	4.2	67.7
Test: Whole Person	NO	YES
Add'l Needed to Eliminate Problem Area (#)	0	1

Sonoma State University

Snapshot Date: 03/31/2020

Comparison of Incumbency to Availability and Placement Goals

Job Group: 6C - Natural Resources, Construction, Maintenance - Install/Maintain/Repair

Test: Whole Person

Total Employees: 18

Total		
	FEMALE	MINORITY
Employees (#)	1	6
Employees (%)	5.6	33.3
Availability (%) Goal	2.3	24.1
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

Sonoma State University

Snapshot Date: 03/31/2020

Comparison of Incumbency to Availability and Placement Goals

Job Group: 6D - Service Occupations - Building, Grounds, Cleaning and Maintenance

Test: Whole Person

Total Employees: 32

Total		
	FEMALE	MINORITY
Employees (#)	15	14
Employees (%)	46.9	43.8
Availability (%) Goal	23.2	58.0
Test: Whole Person	NO	YES
Add'l Needed to Eliminate Problem Area (#)	0	4

Sonoma State University

Snapshot Date: 03/31/2020

Comparison of Incumbency to Availability and Placement Goals

Job Group: 6E - Service Occupations - Food Preparation and Service Related

Test: Whole Person

Total Employees: 31

	Total	
	FEMALE	MINORITY
Employees (#)	15	16
Employees (%)	48.4	51.6
Availability (%) Goal	42.5	66.6
Test: Whole Person	NO	YES
Add'l Needed to Eliminate Problem Area (#)	0	4

Sonoma State University

Snapshot Date: 03/31/2020

Comparison of Incumbency to Availability and Placement Goals

Job Group: 6F - Service Occupations - Health Support

Test: Whole Person

Total Employees: 4

	Total	
	FEMALE	MINORITY
Employees (#)	4	2
Employees (%)	100.0	50.0
Availability (%) Goal	73.8	51.1
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

Sonoma State University

Snapshot Date: 03/31/2020

Comparison of Incumbency to Availability and Placement Goals

Job Group: 6H - Service Occupations - Protective Services

Test: Whole Person

Total Employees: 10

Total		
	FEMALE	MINORITY
Employees (#)	2	2
Employees (%)	20.0	20.0
Availability (%) Goal	20.0	29.5
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

Sonoma State University
Goals Progress

Job Group	Representation as of Previous AAP				Goal/Availability from Previous AAP	Placements*			Achieved?
	Total Employees	Gender/Race Groups	#	%		Total Placements	#	%	
1A - Management - Executive	30	Females Minority	14 8	46.7% 26.7%	64.5%	5	4 2	80.0% 40.0%	YES
1B - Management	130	Females Minority	80 25	61.5% 19.2%	66.3% 27.2%	15	11 5	73.3% 33.3%	YES YES
2B - Faculty - Temporary	242	Females Minority	144 39	59.5% 16.1%	20.7%	31	21 5	67.7% 16.1%	NO
2C - Faculty - Tenure/Tenure-Track	238	Females Minority	117 61	49.2% 25.6%	50.4%	19	13 10	68.4% 52.6%	YES
3B - Business and Financial Operations - Business Specialists	104	Females Minority	93 22	89.4% 21.2%	30.1%	36	31 8	86.1% 22.2%	NO
3C - Community Service, Legal, Arts - Arts, Design, Entertainments and Media	49	Females Minority	26 12	53.1% 24.5%	63.2% 36.7%	13	4 5	30.8% 38.5%	NO YES
3F - Computer, Engineering, and Science Occupations - Computer and Math	38	Females Minority	8 11	21.1% 28.9%	38.0%	5	1 0	20.0% 0.0%	NO
3G - Computer, Engineering, and Science Occupations - Life, Physical and Social Science	31	Females Minority	19 7	61.3% 22.6%	38.6%	12	10 1	83.3% 8.3%	NO
3H - Teaching/Graduate Assistants	122	Females Minority	80 52	65.6% 42.6%	67.3%	96	67 40	69.8% 41.7%	YES
3I - Healthcare Practitioner & Tech	16	Females Minority	12 1	75.0% 6.3%	20.3%	1	0 1	0.0% 100.0%	YES

* Placements consist of hires and promotions into the target job group from 04/01/2019 to 03/31/2020

Sonoma State University
Goals Progress

Job Group	Representation as of Previous AAP				Goal/Availability from Previous AAP	Placements*			Achieved?
	Total Employees	Gender/Race Groups	#	%		Total Placements	#	%	
3J - Librarian, Curators and Archivist -Library Technicians	11	Females	7	63.6%	83.3%	2	2	100.0%	YES
		Minority	0	0.0%	19.4%		1	50.0%	YES
4A - Office and Administrative Support	85	Females	74	87.1%	91.9%	24	22	91.7%	NO
		Minority	28	32.9%			9	37.5%	
5A - Production, Transport, Material Moving - Production Occupation	9	Females	1	11.1%		9	0	0.0%	
		Minority	4	44.4%	58.8%		1	11.1%	NO
6A - Natural Resources, Construction, Maintenance - Construction/Extraction	11	Females	0	0.0%		5	0	0.0%	
		Minority	1	9.1%	28.1%		0	0.0%	NO
6B - Natural Resources, Construction, Maintenance - Farming/Forestry	9	Females	0	0.0%		0	0	0.0%	
		Minority	3	33.3%	66.2%		0	0.0%	NO
6D - Service Occupations - Building, Grounds, Cleaning and Maintenance	37	Females	17	45.9%		6	1	16.7%	
		Minority	19	51.4%	58.2%		3	50.0%	NO
6E - Service Occupations - Food Preparation and Service Related	31	Females	15	48.4%		8	0	0.0%	
		Minority	16	51.6%	66.5%		1	12.5%	NO
6H - Service Occupations - Protective Services	11	Females	2	18.2%		4	1	25.0%	
		Minority	2	18.2%	29.1%		0	0.0%	NO

* Placements consist of hires and promotions into the target job group from 04/01/2019 to 03/31/2020

Sonoma State University

Snapshot Date: 03/31/2020

Personnel Transactions Summary

Job Group: 1A - Management - Executive

Transaction Dates: 04/01/2019 To 03/31/2020

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	17	15	0	32	0	3	3	0	0	0	0	1	1
Afr. Amer.	6	6	0	12	1	0	1	0	0	0	0	0	0
Hispanic	3	0	1	4	0	1	1	0	0	0	1	0	1
Asian	5	5	0	10	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	4	2	0	6	0	0	0	0	0	0	0	0	0
Unknown (Race)	2	2	6	10									
Total	37	30	7	74	1	4	5	0	0	0	1	1	2
Total Minority	18	13	1	32	1	1	2	0	0	0	1	0	1

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

Sonoma State University

Snapshot Date: 03/31/2020

Personnel Transactions Summary

Job Group: 1B - Management

Transaction Dates: 04/01/2019 To 03/31/2020

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	143	150	4	297	3	3	6	2	1	3	3	3	6
Afr. Amer.	10	17	2	29	0	0	0	0	0	0	0	0	0
Hispanic	31	21	0	52	1	2	3	1	0	1	1	1	2
Asian	11	15	1	27	0	1	1	1	0	1	1	0	1
Nat. Amer.	1	10	0	11	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	11	10	0	21	0	0	0	0	0	0	0	0	0
Unknown (Race)	9	4	13	26									
Total	216	227	20	463	4	6	10	4	1	5	5	4	9
Total Minority	64	73	3	140	1	3	4	2	0	2	2	1	3

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

Sonoma State University

Snapshot Date: 03/31/2020

Personnel Transactions Summary

Job Group: 2A - Faculty - Department Chair

Transaction Dates: 04/01/2019 To 03/31/2020

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

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

Sonoma State University

Snapshot Date: 03/31/2020

Personnel Transactions Summary

Job Group: 2B - Faculty - Temporary

Transaction Dates: 04/01/2019 To 03/31/2020

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	10	16	26	42	73	115	4	0	4
Afr. Amer.	0	0	0	0	0	0	0	1	1	2	0	0	0
Hispanic	0	0	0	0	0	5	5	3	11	14	0	1	1
Asian	0	0	0	0	0	0	0	1	3	4	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	1	1	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	0	0	0	0	10	21	31	47	89	136	4	1	5
Total Minority	0	0	0	0	0	5	5	5	16	21	0	1	1

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

Sonoma State University

Snapshot Date: 03/31/2020

Personnel Transactions Summary

Job Group: 2C - Faculty - Tenure/Tenure-Track

Transaction Dates: 04/01/2019 To 03/31/2020

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	257	286	9	552	2	7	9	1	1	2	3	6	9
Afr. Amer.	29	32	5	66	1	0	1	0	0	0	0	1	1
Hispanic	45	33	3	81	0	2	2	1	0	1	1	0	1
Asian	132	87	9	228	3	4	7	0	0	0	1	0	1
Nat. Amer.	0	2	0	2	0	0	0	0	0	0	0	0	0
NHOPI	1	0	0	1	0	0	0	0	0	0	0	0	0
Two or More	10	21	0	31	0	0	0	0	0	0	0	0	0
Unknown (Race)	16	14	31	61									
Total	490	475	57	1022	6	13	19	2	1	3	5	7	12
Total Minority	217	175	17	409	4	6	10	1	0	1	2	1	3

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	7	7	14
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	1	0	1
Asian	0	0	0	0	0	0	0	1	1
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	8	8	16
Total Minority	0	0	0	0	0	0	1	1	2

Sonoma State University

Snapshot Date: 03/31/2020

Personnel Transactions Summary

Job Group: 3A - Business and Financial Operations - Financial Specialists

Transaction Dates: 04/01/2019 To 03/31/2020

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	2	9	0	11	0	0	0	0	0	0	0	2	2
Afr. Amer.	1	0	0	1	0	0	0	0	0	0	0	0	0
Hispanic	1	10	0	11	0	1	1	0	0	0	0	0	0
Asian	3	5	0	8	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	1	0	0	1	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	1	1									
Total	8	24	1	33	0	1	1	0	0	0	0	2	2
Total Minority	6	15	0	21	0	1	1	0	0	0	0	0	0

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

Sonoma State University

Snapshot Date: 03/31/2020

Personnel Transactions Summary

Job Group: 3B - Business and Financial Operations - Business Specialists

Transaction Dates: 04/01/2019 To 03/31/2020

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	142	209	3	354	4	22	26	0	4	4	1	4	5
Afr. Amer.	19	19	1	39	0	0	0	0	0	0	0	0	0
Hispanic	48	55	1	104	0	5	5	0	0	0	0	3	3
Asian	28	33	4	65	0	2	2	0	1	1	0	0	0
Nat. Amer.	1	14	0	15	0	0	0	0	0	0	0	0	0
NHOPI	0	3	0	3	0	0	0	0	0	0	0	0	0
Two or More	11	25	0	36	0	0	0	0	0	0	0	0	0
Unknown (Race)	1	15	21	37									
Total	250	373	30	653	4	29	33	0	5	5	1	7	8
Total Minority	107	149	6	262	0	7	7	0	1	1	0	3	3

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

Sonoma State University

Snapshot Date: 03/31/2020

Personnel Transactions Summary

Job Group: 3C - Community Service, Legal, Arts - Arts, Design, Entertainments and Media

Transaction Dates: 04/01/2019 To 03/31/2020

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	96	87	0	183	7	1	8	6	7	13	1	0	1
Afr. Amer.	5	3	0	8	0	0	0	0	0	0	0	0	0
Hispanic	21	15	0	36	2	2	4	3	0	3	1	1	2
Asian	4	14	1	19	0	1	1	0	0	0	0	0	0
Nat. Amer.	0	2	0	2	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	4	5	0	9	0	0	0	0	0	0	0	0	0
Unknown (Race)	5	3	3	11									
Total	135	129	4	268	9	4	13	9	7	16	2	1	3
Total Minority	34	39	1	74	2	3	5	3	0	3	1	1	2

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

Sonoma State University

Snapshot Date: 03/31/2020

Personnel Transactions Summary

Job Group: 3D - Community Service, Legal, Arts - Community and Social Service

Transaction Dates: 04/01/2019 To 03/31/2020

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

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

Sonoma State University

Snapshot Date: 03/31/2020

Personnel Transactions Summary

Job Group: 3E - Community Service, Legal, Arts - Sports

Transaction Dates: 04/01/2019 To 03/31/2020

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

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

Sonoma State University

Snapshot Date: 03/31/2020

Personnel Transactions Summary

Job Group: 3F - Computer, Engineering, and Science Occupations - Computer and Math

Transaction Dates: 04/01/2019 To 03/31/2020

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	44	14	0	58	4	1	5	0	1	1	1	0	1
Afr. Amer.	1	0	0	1	0	0	0	0	0	0	0	0	0
Hispanic	7	4	0	11	0	0	0	0	0	0	0	0	0
Asian	9	5	1	15	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	4	0	4	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	5	1	0	6	0	0	0	0	0	0	0	0	0
Unknown (Race)	2	1	1	4									
Total	68	29	2	99	4	1	5	0	1	1	1	0	1
Total Minority	22	14	1	37	0	0	0	0	0	0	0	0	0

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

Sonoma State University

Snapshot Date: 03/31/2020

Personnel Transactions Summary

Job Group: 3G - Computer, Engineering, and Science Occupations - Life, Physical and Social Science

Transaction Dates: 04/01/2019 To 03/31/2020

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	14	13	0	27	2	9	11	2	5	7	1	1	2
Afr. Amer.	0	0	0	0	0	1	1	0	0	0	0	0	0
Hispanic	4	4	0	8	0	0	0	1	0	1	0	0	0
Asian	3	5	0	8	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	1	0	0	1	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	2	2	4									
Total	22	24	2	48	2	10	12	3	5	8	1	1	2
Total Minority	8	9	0	17	0	1	1	1	0	1	0	0	0

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

Sonoma State University

Snapshot Date: 03/31/2020

Personnel Transactions Summary

Job Group: 3H - Teaching/Graduate Assistants

Transaction Dates: 04/01/2019 To 03/31/2020

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	17	39	56	38	75	113	0	0	0
Afr. Amer.	0	0	0	0	0	1	1	0	3	3	0	0	0
Hispanic	0	0	0	0	12	26	38	22	44	66	0	0	0
Asian	0	0	0	0	0	1	1	3	4	7	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	0	0	0	0	29	67	96	63	126	189	0	0	0
Total Minority	0	0	0	0	12	28	40	25	51	76	0	0	0

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

Sonoma State University

Snapshot Date: 03/31/2020

Personnel Transactions Summary

Job Group: 3I - Healthcare Practitioner & Tech

Transaction Dates: 04/01/2019 To 03/31/2020

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	4	3	0	7	0	0	0	1	0	1	0	0	0
Afr. Amer.	0	1	0	1	0	0	0	0	0	0	0	0	0
Hispanic	0	1	0	1	1	0	1	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	1	1									
Total	4	5	1	10	1	0	1	1	0	1	0	0	0
Total Minority	0	2	0	2	1	0	1	0	0	0	0	0	0

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

Sonoma State University

Snapshot Date: 03/31/2020

Personnel Transactions Summary

Job Group: 3J - Librarian, Curators and Archivist -Library Technicians

Transaction Dates: 04/01/2019 To 03/31/2020

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	11	12	0	23	0	1	1	0	0	0	0	2	2
Afr. Amer.	0	1	0	1	0	1	1	0	0	0	0	0	0
Hispanic	2	2	0	4	0	0	0	0	0	0	0	0	0
Asian	0	4	0	4	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	2	0	2	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	2	0	2	0	0	0	0	0	0	0	0	0
Unknown (Race)	1	0	3	4									
Total	14	23	3	40	0	2	2	0	0	0	0	2	2
Total Minority	2	11	0	13	0	1	1	0	0	0	0	0	0

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

Sonoma State University

Snapshot Date: 03/31/2020

Personnel Transactions Summary

Job Group: 3K - Librarian, Curators and Archivist -Librarians

Transaction Dates: 04/01/2019 To 03/31/2020

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

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

Sonoma State University

Snapshot Date: 03/31/2020

Personnel Transactions Summary

Job Group: 3M - Other Education, Training, and Library Occupations

Transaction Dates: 04/01/2019 To 03/31/2020

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	47	27	4	78	3	3	6	0	0	0	1	1	2
Afr. Amer.	2	2	0	4	0	0	0	0	0	0	0	0	0
Hispanic	10	9	0	19	1	0	1	0	1	1	1	0	1
Asian	9	7	0	16	0	0	0	0	0	0	0	0	0
Nat. Amer.	1	0	0	1	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	5	2	0	7	0	0	0	0	0	0	0	0	0
Unknown (Race)	1	3	2	6									
Total	75	50	6	131	4	3	7	0	1	1	2	1	3
Total Minority	27	20	0	47	1	0	1	0	1	1	1	0	1

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

Sonoma State University

Snapshot Date: 03/31/2020

Personnel Transactions Summary

Job Group: 3N - Community Service, Legal, Arts - Student Service Professional

Transaction Dates: 04/01/2019 To 03/31/2020

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	84	212	1	297	0	9	9	0	2	2	1	3	4
Afr. Amer.	23	19	1	43	1	0	1	1	1	2	0	3	3
Hispanic	38	97	0	135	0	12	12	1	4	5	0	0	0
Asian	11	23	0	34	4	0	4	0	2	2	0	1	1
Nat. Amer.	0	8	0	8	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	16	18	0	34	0	0	0	0	0	0	0	0	0
Unknown (Race)	2	12	9	23									
Total	174	389	11	574	5	21	26	2	9	11	1	7	8
Total Minority	88	165	1	254	5	12	17	2	7	9	0	4	4

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

Sonoma State University

Snapshot Date: 03/31/2020

Personnel Transactions Summary

Job Group: 4A - Office and Administrative Support

Transaction Dates: 04/01/2019 To 03/31/2020

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	68	200	1	269	1	14	15	3	12	15	1	6	7
Afr. Amer.	3	11	1	15	0	1	1	0	0	0	0	0	0
Hispanic	9	80	0	89	1	6	7	1	1	2	0	2	2
Asian	3	31	0	34	0	1	1	0	0	0	0	0	0
Nat. Amer.	0	12	0	12	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	3	14	0	17	0	0	0	0	0	0	0	0	0
Unknown (Race)	2	7	10	19									
Total	88	355	12	455	2	22	24	4	13	17	1	8	9
Total Minority	18	148	1	167	1	8	9	1	1	2	0	2	2

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

Sonoma State University

Snapshot Date: 03/31/2020

Personnel Transactions Summary

Job Group: 5A - Production, Transport, Material Moving - Production Occupation

Transaction Dates: 04/01/2019 To 03/31/2020

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	11	1	0	12	8	0	8	1	0	1	0	0	0
Afr. Amer.	8	0	0	8	1	0	1	0	0	0	1	0	1
Hispanic	10	0	0	10	0	0	0	0	0	0	0	0	0
Asian	1	0	0	1	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	4	0	0	4	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	2	2									
Total	34	1	2	37	9	0	9	1	0	1	1	0	1
Total Minority	23	0	0	23	1	0	1	0	0	0	1	0	1

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

Sonoma State University

Snapshot Date: 03/31/2020

Personnel Transactions Summary

Job Group: 5B - Production, Transport, Material Moving - Transportation and Material Moving

Transaction Dates: 04/01/2019 To 03/31/2020

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	8	0	0	8	1	0	1	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	1	0	1
Hispanic	1	0	0	1	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	9	0	0	9	1	0	1	0	0	0	1	0	1
Total Minority	1	0	0	1	0	0	0	0	0	0	1	0	1

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

Sonoma State University

Snapshot Date: 03/31/2020

Personnel Transactions Summary

Job Group: 6A - Natural Resources, Construction, Maintenance - Construction/Extraction

Transaction Dates: 04/01/2019 To 03/31/2020

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	19	1	0	20	5	0	5	6	0	6	2	0	2
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	11	0	0	11	0	0	0	0	0	0	0	0	0
Asian	1	0	0	1	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	1	1	0	2	0	0	0	0	0	0	0	0	0
Unknown (Race)	1	0	1	2									
Total	33	2	1	36	5	0	5	6	0	6	2	0	2
Total Minority	13	1	0	14	0	0	0	0	0	0	0	0	0

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

Sonoma State University

Snapshot Date: 03/31/2020

Personnel Transactions Summary

Job Group: 6B - Natural Resources, Construction, Maintenance - Farming/Forestry

Transaction Dates: 04/01/2019 To 03/31/2020

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

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

Sonoma State University

Snapshot Date: 03/31/2020

Personnel Transactions Summary

Job Group: 6C - Natural Resources, Construction, Maintenance - Install/Maintain/Repair

Transaction Dates: 04/01/2019 To 03/31/2020

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	8	0	0	8	2	0	2	1	0	1	1	0	1
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	1	0	0	1	0	0	0	0	0	0	0	0	0
Asian	1	0	0	1	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	1	0	0	1									
Total	11	0	0	11	2	0	2	1	0	1	1	0	1
Total Minority	2	0	0	2	0	0	0	0	0	0	0	0	0

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

Sonoma State University

Snapshot Date: 03/31/2020

Personnel Transactions Summary

Job Group: 6D - Service Occupations - Building, Grounds, Cleaning and Maintenance

Transaction Dates: 04/01/2019 To 03/31/2020

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	44	18	1	63	3	0	3	0	0	0	2	0	2
Afr. Amer.	23	6	0	29	0	1	1	0	0	0	0	0	0
Hispanic	49	24	1	74	1	0	1	0	0	0	0	1	1
Asian	14	1	0	15	1	0	1	0	0	0	0	0	0
Nat. Amer.	1	0	0	1	0	0	0	0	0	0	0	0	0
NHOPI	1	0	0	1	0	0	0	0	0	0	0	0	0
Two or More	10	1	1	12	0	0	0	0	0	0	0	0	0
Unknown (Race)	2	0	3	5									
Total	144	50	6	200	5	1	6	0	0	0	2	1	3
Total Minority	98	32	2	132	2	1	3	0	0	0	0	1	1

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

Sonoma State University

Snapshot Date: 03/31/2020

Personnel Transactions Summary

Job Group: 6E - Service Occupations - Food Preparation and Service Related

Transaction Dates: 04/01/2019 To 03/31/2020

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	17	11	1	29	7	0	7	0	0	0	0	0	0
Afr. Amer.	4	3	0	7	0	0	0	0	0	0	0	0	0
Hispanic	12	11	0	23	1	0	1	1	0	1	1	0	1
Asian	3	2	0	5	0	0	0	0	0	0	0	0	0
Nat. Amer.	1	0	0	1	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	1	3	0	4	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	38	30	1	69	8	0	8	1	0	1	1	0	1
Total Minority	21	19	0	40	1	0	1	1	0	1	1	0	1

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

Sonoma State University

Snapshot Date: 03/31/2020

Personnel Transactions Summary

Job Group: 6F - Service Occupations - Health Support

Transaction Dates: 04/01/2019 To 03/31/2020

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	9	1	10	0	1	1	0	1	1	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	1	12	0	13	0	0	0	0	0	0	0	1	1
Asian	0	2	0	2	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	1	0	1	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	2	0	2	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	1	26	1	28	0	1	1	0	1	1	0	1	1
Total Minority	1	17	0	18	0	0	0	0	0	0	0	1	1

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

Sonoma State University

Snapshot Date: 03/31/2020

Personnel Transactions Summary

Job Group: 6H - Service Occupations - Protective Services

Transaction Dates: 04/01/2019 To 03/31/2020

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	11	6	0	17	3	1	4	0	0	0	2	1	3
Afr. Amer.	2	0	0	2	0	0	0	0	0	0	1	0	1
Hispanic	8	1	0	9	0	0	0	0	0	0	0	0	0
Asian	1	0	0	1	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	1	0	0	1	0	0	0	0	0	0	0	0	0
Two or More	1	0	0	1	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	1	1									
Total	24	7	1	32	3	1	4	0	0	0	3	1	4
Total Minority	13	1	0	14	0	0	0	0	0	0	1	0	1

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

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

Current Snapshot Date: 03/31/2020

Category	3/31/19	3/31/20
Job Openings	531	396
Jobs Filled	527	384
Applicants for all jobs	5,814	4,508
Applicants who self-identified as Protected Veterans	167	75
Applicants Hired	442	324
Protected Veterans Hired	7	4
Hiring Benchmark**	5.9	5.7
Overall protected veterans hired (%)	1.6	1.2

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

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

Sonoma State University
Data Collection Analysis/Utilization Analysis (Disability)*

Current Snapshot Date: 03/31/2020

Category	3/31/19			3/31/20		
Job Openings	531			396		
Jobs Filled	527			384		
Applicants for all jobs	5,814			4,508		
Applicants who self-identified as individual(s) with Disability	309			252		
Applicants Hired	442			324		
Individual(s) with Disability Hired	0			0		
Nationwide utilization goal for qualified individuals with disabilities (%)**	7.0			7.0		
Total incumbency of individuals with disabilities (%)	4.8			4.3		
Job Group	EE #	EE IWD #	EE IWD %	EE #	EE IWD #	EE IWD %
1A - Management - Executive	30	0	0.0	28	0	0.0
1B - Management	130	10	7.7	124	8	6.5
2A - Faculty - Department Chair	2	N/A	N/A	2	N/A	N/A
2B - Faculty - Temporary	242	3	1.2	235	3	1.3
2C - Faculty - Tenure/Tenure-Track	238	13	5.5	222	11	5.0
3A - Business and Financial Operations - Financial Specialists	13	2	15.4	12	2	16.7
3B - Business and Financial Operations - Business Specialists	104	8	7.7	97	5	5.2
3C - Community Service, Legal, Arts - Arts, Design, Entertainments and Media	49	3	6.1	46	3	6.5
3D - Community Service, Legal, Arts - Community and Social Service	1	N/A	N/A	1	N/A	N/A
3E - Community Service, Legal, Arts - Sports	20	0	0.0	20	0	0.0
3F - Computer, Engineering, and Science Occupations - Computer and Math	38	2	5.3	37	2	5.4
3G - Computer, Engineering, and Science Occupations - Life, Physical and Social Science	31	0	0.0	29	0	0.0

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

** Current utilization goal as established by the OFCCP.

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

Sonoma State University
Data Collection Analysis/Utilization Analysis (Disability)*

Current Snapshot Date: 03/31/2020

Category	3/31/19			3/31/20		
Job Openings	531			396		
Jobs Filled	527			384		
Applicants for all jobs	5,814			4,508		
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Applicants Hired	442			324		
Individual(s) with Disability Hired	0			0		
Nationwide utilization goal for qualified individuals with disabilities (%)**	7.0			7.0		
Total incumbency of individuals with disabilities (%)	4.8			4.3		
Job Group	EE #	EE IWD #	EE IWD %	EE #	EE IWD #	EE IWD %
3H - Teaching/Graduate Assistants	122	0	0.0	93	0	0.0
3I - Healthcare Practitioner & Tech	16	1	6.3	15	1	6.7
3J - Librarian, Curators and Archivist -Library Technicians	11	0	0.0	10	0	0.0
3K - Librarian, Curators and Archivist -Librarians	8	N/A	N/A	8	N/A	N/A
3M - Other Education, Training, and Library Occupations	13	0	0.0	10	0	0.0
3N - Community Service, Legal, Arts - Student Service Professional	95	3	3.2	93	3	3.2
4A - Office and Administrative Support	85	9	10.6	81	8	9.9
5A - Production, Transport, Material Moving - Production Occupation	9	N/A	N/A	9	N/A	N/A
5B - Production, Transport, Material Moving - Transportation and Material Moving	10	0	0.0	10	0	0.0
6A - Natural Resources, Construction, Maintenance - Construction/Extraction	11	0	0.0	9	N/A	N/A
6B - Natural Resources, Construction, Maintenance - Farming/Forestry	9	N/A	N/A	6	N/A	N/A
6C - Natural Resources, Construction, Maintenance - Install/Maintain/Repair	23	3	13.0	18	1	5.6

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

** Current utilization goal as established by the OFCCP.

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Sonoma State University
Data Collection Analysis/Utilization Analysis (Disability)*

Current Snapshot Date: 03/31/2020

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Individual(s) with Disability Hired	0			0		
Nationwide utilization goal for qualified individuals with disabilities (%)**	7.0			7.0		
Total incumbency of individuals with disabilities (%)	4.8			4.3		
Job Group	EE #	EE IWD #	EE IWD %	EE #	EE IWD #	EE IWD %
6D - Service Occupations - Building, Grounds, Cleaning and Maintenance	37	4	10.8	32	3	9.4
6E - Service Occupations - Food Preparation and Service Related	31	1	3.2	31	1	3.2
6F - Service Occupations - Health Support	4	N/A	N/A	4	N/A	N/A
6H - Service Occupations - Protective Services	11	1	9.1	10	1	10.0

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

** Current utilization goal as established by the OFCCP.

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