EXECUTIVE ORDER 11246 AFFIRMATIVE ACTION PLAN (AAP)

for

CALIFORNIA STATE UNIVERSITY, LOS ANGELES
5151 STATE UNIVERSITY DRIVE
LOS ANGELES, CA 91605
(323) 343-3000

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PART I: AAP FOR MINORITIES AND WOMEN

PART II: AAP FOR PROTECTED VETERANS AND INDIVIDUALS WITH DISABILITIES

AA/EEO Contact: Aundreia M. Cameron
Title IX Officer and Director of Human Resources
Equity and Diversity Policies and Procedures
California State University, Los Angeles
5151 State University Drive
Los Angeles, CA 90032
(323) 343-3041
acamero6@calstatela.edu

William A. Covino
President

Susie Varela
Associate Vice President, Human Resources Management

CALIFORNIA STATE UNIVERSITY, LOS ANGELES AAP

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INTRODUCTION TO PARTS I AND II

BACKGROUND

California State University, Los Angeles is a publicly owned University within the California State University (CSU) system, which offers excellent and innovative educational opportunities to an urban student population that reflects the diversity of the Los Angeles basin. Educational opportunities include: 1) preparing students to appreciate, engage, enhance and transform the social, cultural, civic, and workplace structures of American and global societies; 2) providing students with capabilities, skills, and opportunities to take full advantage of lifelong learning, including graduate and professional studies, and opportunities to participate in research, scholarly, and creative activities; 3) offering students tools for personal and academic achievement, economic mobility, and healthier lives; 4) serving as a gateway among the California State University, Los Angeles community, the greater Los Angeles community, and word community for shared educational and cultural life; and 5) providing high quality professional services to all constituencies of the University.

The University was founded in 1947.

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 company’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 California State University, Los Angeles was developed.

APPLICABLE AFFIRMATIVE ACTION LAWS AND REGULATIONS

California State University, Los Angeles' 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).

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

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

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

COVERED GROUPS UNDER AFFIRMATIVE ACTION LAWS AND REGULATIONS

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 California State University, Los Angeles 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 California State University, Los Angeles will use the terms in total good faith in connection with its AAP, such use does not necessarily signify that the University 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 California State University, Los Angeles' 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 California State University, Los Angeles believes the jobs so grouped are of comparable worth.

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

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

RELIANCE ON EEOC'S GUIDELINES

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

REPORTING PERIOD

This AAP is designed to cover the following reporting period,

- AAP implementation period: **January 1, 2019 – December 31, 2019**
- Transaction period: **November 1, 2018 – October 31, 2018**

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 California State University, Los Angeles' 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, California State University, Los Angeles 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 California State University, Los Angeles' current equal employment opportunity and affirmative action position and its desired future achievements, numbers, percentages, statistics, and numerous calculations and computations must come into play.

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

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

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

CALIFORNIA STATE UNIVERSITY, LOS ANGELES

PART I: AFFIRMATIVE ACTION PLAN FOR MINORITIES AND WOMEN

FOR

JANUARY 1, 2019 – DECEMBER 31, 2019

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

California State University, Los Angeles conducted a workforce analysis to identify employees by gender and race/ethnicity in each job title. The data was collected from payroll records dated November 1, 2018.

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

For each job title, California State University, Los Angeles 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 California State University, Los Angeles' lines of progression. Lines of progression (career ladders/career paths) identify the job titles through which an employee can move to the top of a line. For each line of progression, applicable departments are identified. These are the departments which employ persons in the job titles in the specified line of progression. Some lines of progression are limited to only one department, while others are found throughout several departments.

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

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

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

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

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

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

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

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

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

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

Each job group appears on a Job Group Report with a job group name and number. The report lists each job title in the job group. For each job title, the worksheet provides the following information: EEO reporting category, job title, employee headcounts for each job title, and overall percentages by gender and race/ethnicity as of November 1, 2018.

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

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

"Availability" is an estimate of the proportion of each sex and race/ethnic group available and qualified for employment at California State University, Los Angeles for a given job group in the relevant labor market during the life of the AAP. Availability indicates the approximate level at which each race/ethnic and sex group could reasonably be expected to be represented in a job group if California State University, Los Angeles' 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: Residential Zip Code
    B. Reasonable labor area: National

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

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

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

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

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

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

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

Once final availability estimates were made for each job group, California State University, Los Angeles compared the percentage of incumbents in each job group to their corresponding availability. A comparison was made between the percentage employed as of November 1, 2018 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

California State University, Los Angeles 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 California State University, Los Angeles hire a specified number of minorities or women.

Goals shall not be rigid and inflexible quotas which must be met, but are instead objectives or targets reasonably attainable by means of applying every good faith effort to make all aspects of the entire AAP work. A goal is a guidepost against which California State University, Los Angeles, a community group, or a compliance agency can measure progress in remedying identified deficiencies in California State University, Los Angeles' workforce. By setting realistic goals, based on expected vacancies and anticipated availability of skills within the relevant labor area, and using a job-related selection system, California State University, Los Angeles should be able to meet the goals, assuming it conducts effective recruitment and advertising efforts, when applicable, to ensure an adequate pool of qualified minority and/or female qualified applicants from which to make selections.

In establishing placement goals, the following principles apply:

(1) Placement goals may not be rigid or inflexible quotas, which must be met, nor are they to be considered as either a ceiling or a floor for the employment of particular groups.
(2) In all employment decisions, the University must make selections in a nondiscriminatory manner. Placement goals do not provide the University with a justification to extend a preference to any individual, select an individual, or adversely affect an individual's employment status, on the basis of that person's race, color, religion, sex, sexual orientation, gender identity, or national origin.
(3) Placement goals do not create set-asides for specific groups, nor are they intended to achieve proportional representation or equal results.
(4) Placement goals may not be used to supersede merit selection principles. Affirmative action programs prescribed by the regulations in this part do not require the University to hire a person in preference to a more qualified one.

In establishing goals, California State University, Los Angeles considered the results which could reasonably be expected from putting forth every good faith effort to make the overall AAP work. The University involved Human Resources Management staff, department heads, unit managers and supervisors in the goal-setting process. Goals were not established that would exclude any gender or race/ethnic group.

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

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

As part of its efforts to ensure equal employment opportunity to all individuals, California State University, Los Angeles has designated specific responsibilities to various staff to ensure the AAP focuses on all components of the employment system. To that end, the University President, the Associate Vice President, HRM, the Director of Human Resources, and those employed as supervisors and managers have undertaken the responsibilities described below.

University President

The primary responsibility and accountability for implementing the AAP rests with the University President. This person is responsible, through the Associate Vice President, HRM and the Director of Human Resources, for adherence to California State University, Los Angeles' policy of equal employment opportunity and affirmative action. This role includes, but is not limited to, the following duties:

1. Designate appropriate personnel with the responsibility for overseeing, administering, implementing, and monitoring California State University, Los Angeles' AAP. Ensure that these personnel are identified in writing by name and job title.

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

3. Impart the personal direction that ensures total involvement and commitment to equal employment opportunity programs through California State University, Los Angeles' AAP. However, the AAP placement goals may not be used to supersede merit selection principles. Affirmative action programs prescribed by the regulations in this part do not require the University to hire a person in preference to a more qualified one.

Associate Vice President, HRM

The Associate Vice President, HRM is responsible for overall supervision of the AAP and ensures, through the Director of Human Resources, and department managers and supervisors, that all relevant policies and procedures are adhered to. Successful implementation of this program is a basis for evaluating the Associate Vice President, HRM's effective work performance. Responsibilities include, but are not limited to, the following:

1. Ensure that California State University, Los Angeles adheres to the stated policy of equal employment opportunity, and monitor the application of equal employment opportunity policies.

2. Ensure that the AAP is reviewed and updated annually in accordance with California

State University, Los Angeles' stated policy.

3. Participate in periodic discussions with management, supervision, and all other employed personnel to ensure AAP and equal employment opportunity policies are being followed.

4. Review the qualifications of all employees to ensure equitable opportunity, based on job-related employment practices, is given to all for transfers and promotions.

5. Conduct periodic audits of: 1) training programs and hiring and promotion patterns to remove impediments to the attainment of AAP goals and objectives, 2) facilities to ensure they are maintained for the use and benefit of all employees and integrated both in policy and practice, and 3) sponsored educational, training, recreational, and social activities to ensure that all employees are encouraged to participate in accordance with policies on non-discrimination.

6. Ensure that all new employees receive a special orientation to California State University, Los Angeles' equal employment opportunity policy and are thoroughly informed with regard to the AAP and its objectives.

7. Periodically analyze applicant flow to determine the mix of persons applying for employment by race/ethnic origin and gender.

8. Ensure that recruitment advertising is placed in minority and female-oriented publications, as applicable.

9. Review all job descriptions and specifications to ensure they are free of discriminatory provisions and artificial barriers. Ensure that all requirements are job-related, that they are realistic, and that they reflect the actual work requirements of the essential job duties.

Director of Human Resources

The Director of Human Resources is responsible for ensuring the directives of the University President and Associate Vice President, HRM are implemented. Duties include, but are not limited to, the following:

1. Provide direction to California State University, Los Angeles' employees, as necessary, to carry out all actions required to meet the University's equal employment opportunity and affirmative action commitments.

2. Review, report on, and update California State University, Los Angeles' AAP at least on an annual basis in accordance with stated policy.

3. Responsible for the design and effective implementation of the AAP at all establishments.

4. Develop, implement, and maintain audit and reporting systems to measure effectiveness of equal employment opportunity programs, including those that will indicate the need for remedial action and determine the degree to which goals and objectives have been obtained.

5. Advise management in the modification and development of California State University, Los Angeles' policies to ensure the enhancement of equal employment opportunity for all employees and potential employees within existing equal employment opportunity guidelines.

6. Conduct periodic audits to ensure all required posters and those advertising California State University, Los Angeles' equal employment opportunity policies and AAP are displayed and that California State University, Los Angeles' equal employment opportunity and AAP policies are being thoroughly communicated.

7. Assist in review and revision of all policies, procedures, and rules to ensure they are not in violation of federal or state laws and regulations.

Managers and Supervisors

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

1. Aggressively adhere to California State University, Los Angeles' equal employment opportunity and affirmative action policy.

    A. Support and assist the Associate Vice President, HRM and Director of Human Resources in developing, maintaining, and successfully implementing the AAP.

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

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

3. Ensure that all interviews, offers of employment and/or wage commitments are consistent with California State University, Los Angeles' policy.

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

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

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 California State University, Los Angeles 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 California State University, Los Angeles will use the terms in good faith in connection with its AAP, such use does not necessarily signify the company agrees that these terms are properly applied to any particular factual situation and is not an admission of non-compliance with EEO laws, regulations, and objectives. Whenever the term "goal" is used, it is expressly intended that it "should not be used to discriminate against any applicant or employee because of race, color, religion, gender, or national origin," as stated in Title 41 Code of Federal Regulations, Part 60-2.16(e).

In addition to comparing incumbency to availability within job groups, California State University, Los Angeles has conducted studies to identify problem areas in each of its selection procedures (i.e., hires, promotions, and terminations). California State University, Los Angeles 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)

California State University, Los Angeles tailors our action-oriented programs each year to ensure they are specific to the problem identified.

Action-Oriented Program:

The Action-Oriented Programs designed to address the underutilization of women and minorities are listed below. These Action-Oriented Programs will be carried-out throughout the AAP year. The Associate Vice President, HRM, with the help of the managers, will be responsible in ensuring that the following are implemented.

Recruitment:

1. California State University, Los Angeles will continue to place advertisements on job opportunities through local job service offices, including community colleges and non-profit organizations.

2. Due to the extensive technical education and experience required for some positions, California State University, Los Angeles will also continue to place job opportunity announcements in the University website, the CSU website and HigherEd.

3. Advertisements and newsletters will always carry the Equal Employment Opportunity clause.

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

5. California State University, Los Angeles will participate in job fairs if there are sufficient numbers of opening to warrant participation. California State University, Los Angeles will continue to participate in the annual University Career Center Job Fair.

6. The University will continue to employ students who work during the summer and part-time during the school year. Many of these students are referred by the Career Center and campus community.

Job Specifications/Selection Process:

1. Develop position descriptions that accurately reflect position functions, and are consistent for the same position from one location to another.

2. Develop job or worker specifications that contain academic, experience, and skill requirements that do not constitute inadvertent discrimination. Develop specifications that are free from bias with regard to age, gender race, color, religion, national origin, disability or veteran status.

3. Approved position specifications and worker specifications will be made available to all members of management involved in the recruiting, screening, selection, and promotion process. Copies may also be made available to recruiting sources.

4. California State University, Los Angeles will continue to use only worker specifications that include job-related criteria.

5. California State University, Los Angeles will continue to carefully select and counsel all personnel involved in the recruiting, screening, selection, promotion, disciplinary, and related processes to eliminate bias in all personnel actions.

Job Advancement:

1. Minority and female employees can be made available for participation in Career Days, Youth Motivation Programs, and related activities in the community, as desired.

2. California State University, Los Angeles will continue to post or announce job opportunities. California State University, Los Angeles' Job Posting Policy system requires postings of all positions up to the Executive level.

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

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

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

6. California State University, Los Angeles will continue to use our formal employee evaluation program. The performance Appraisal is used for annual reviews for all employees.

7. Provide access to job advancement related training courses.

8. Tuition fee waiver for up to two courses per quarter is offered to all permanent full-time and part-time employees who are interested in pursuing an undergraduate degree or an advance degree, with certain limitations.

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

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

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

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

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

The California State University, Los Angeles auditing and reporting system periodically measures the effectiveness of its total affirmative action program. The Associate Vice President, HRM:

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

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

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

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

CALIFORNIA STATE UNIVERSITY, LOS ANGELES

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

FOR

JANUARY 1, 2019 – DECEMBER 31, 2019

PART II

AAP FOR PROTECTED VETERANS AND INDIVIDUALS WITH DISABILITIES

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

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

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

(1) Filing a complaint;

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

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

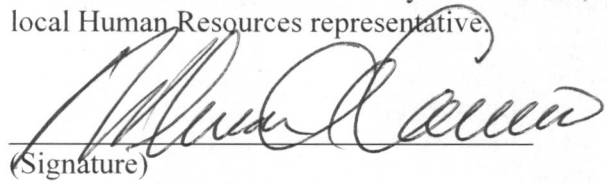
(4) Exercising any other right protected by VEVRAA or Section 503 or their implementing regulations.

Our obligations in this area stem from not only adherence to various state and federal regulations, but also from our commitment as an employer in this community to provide job opportunities to all persons regardless of race, religion, color, national origin, sex, age, sexual orientation/gender identity and status as a protected veteran or an individual with disability. California State University, Los Angeles' EEO policy and affirmative action obligations include my full support as University President.

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

California State University, Los Angeles is also committed to abiding with the Pay Transparency Nondiscrimination Provisions and therefore, will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. California State University, Los Angeles' 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 California State University, Los Angeles' legal duty to furnish the information.

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



(Signature)

William A. Covino
President

Date: 12/7/18

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

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

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

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

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

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

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

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

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

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

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

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

California State University, Los Angeles 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. Such reasonable accommodations are implemented in the company's electronic and/or online application systems. The University ensures that qualified applicants and employees with disabilities, who are unable to fully utilize the system, are provided equal opportunities to apply and be considered for all jobs. California State University, Los Angeles 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: Aundreia M. Cameron
Title: Title IX Officer and Director of Human Resources
Equity and Diversity Policies and Procedures
Phone: (323) 343-3040
Email: acamero6@calstatela.edu

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

California State University, Los Angeles has developed and implemented a set of procedures to ensure that its employees with disabilities and protected veterans are not harassed due to those conditions. A copy of the sexual harassment policy, which includes a section prohibiting harassment of individuals with disabilities or protected veterans is available for distribution to new as well as to existing employees.

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

Based upon the University's review of its personnel policies as described in Chapter B, the following activities will be implemented or continued to further enhance our affirmative action efforts. All activities are the responsibility of the Associate Vice President, HRM.

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

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

4) Inform all recruiting sources, in writing and orally, of the University's affirmative action policy for protected veterans and individuals with disabilities.

5) 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.

6) Send written notification of the 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-4212 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.

7) Participate and employ veterans under work study programs with Veterans' Administration.

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

In order to gain positive support and understanding for the affirmative action program for protected veterans and individuals with disabilities California State University, Los Angeles will implement or continue to implement the following internal dissemination procedures, all of which are the responsibility of the Director of Human Resources. The following policies and procedures are designed to foster support and understanding from California State University, Los Angeles' executive staff, management, supervisors, and other employees in an effort to encourage all employees to take the necessary actions to aid California State University, Los Angeles in meeting its obligations.

1) Include the policy in the University'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 University President' attitude.

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

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

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

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

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

8) Post the policy on Company bulletin boards, along with the University'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)

California State University, Los Angeles has developed and currently implements an audit and reporting system that addresses the following:

1) Measures the effectiveness of California State University, Los Angeles' overall affirmative action program and whether the company is in compliance with specific obligations.

2) Indicates the need for remedial action. Any corrective actions will be the responsibility of the Director of Human Resources.

3) Measures the degree to which California State University, Los Angeles' objectives are being met.

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

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

As part of its efforts to ensure equal employment opportunity to protected veterans and individuals with disabilities, California State University, Los Angeles has designated specific responsibilities to various staff to ensure the AAP focuses on all components of the employment system. To that end, the University President, Associate Vice President, HRM, Director of Human Resources, and those employed as supervisors and managers have undertaken the responsibilities described below.

University President

The University President is responsible for providing top management support for the University's AAP. This person issues a memo annually to reaffirm the University's Equal Employment Opportunity Policy and to make known to all employees and applicants the commitment of Senior Management to EEO and affirmative action. Additional responsibilities include, but are not limited to:

1) Designating appropriate personnel with the responsibility for overseeing, administering, implementing, and monitoring the University'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 California State University, Los Angeles' AAP.

Associate Vice President, HRM

The Associate Vice President, HRM is responsible for overall supervision of the AAP and ensures, through the Director of Human Resources, and department managers and supervisors, that all relevant policies and procedures are adhered to. Successful implementation of this program is a basis for evaluating the Associate Vice President, HRM's effective work performance. Responsibilities include, but are not limited to, the following:

1) Presenting all needed recommendations and procedural changes to Senior Management concerning EEO and affirmative action and ensuring that Senior Management is kept informed of the University's compliance status.

2) Maintaining Company-wide management support and cooperation for the University's AAP.

3) Collaborating with Senior Management on EEO and AAP issues.

4) Assisting line management in arriving at solutions to EEO/AA problems.

5) Reviewing results of audit and reporting systems to assess the effectiveness of the University's AA programs and to direct corrective actions where necessary.

6) Ensuring that the AAP is updated annually for all establishments.

7) Providing guidance to managers and supervisors in taking proper action to prevent employees from being harassed in any way, through one-on-one contact, training, and disciplinary action.

8) Providing guidance and direction to the Director of Human Resources.

9) Ensuring that relevant staff, (i.e., Director of Human Resources, managers, and supervisors) are aware that their work performance is being evaluated in part on the basis of their equal employment opportunity efforts and results.

10) Reviewing the qualifications of all employees to ensure equitable opportunity, based on job-related employment practices, is given to all for transfers and promotions.

11) Conducting periodic audits of: 1) training programs and hiring and promotion patterns to remove impediments to the attainment of AAP goals and objectives, and 2) the University's sponsored educational, training, recreational, and social activities to ensure that all employees are encouraged to participate in accordance with policies on non-discrimination. Determine whether known protected veterans and employees with disabilities have had the opportunity to participate in all Company-sponsored educational, training, recreation and social activities.

12) Reviewing all job descriptions and specifications to ensure they are free of discriminatory provisions and artificial barriers. Ensuring that all requirements are job-related, that they are realistic, and that they reflect the actual work requirements of the essential job duties.

13) Ensuring the University's VETS-4212 form is filed annually with the Veterans' Employment and Training Service (VETS).

Director of Human Resources

The Director of Human Resources is responsible for ensuring that the directives of the University President and Associate Vice President, HRM are implemented. Duties include, but are not limited to, the following:

1) Providing direction to the University's employees, as necessary, to carry out all actions required to meet the University's equal employment opportunity and affirmative action commitments.

2) Responsible for the design and effective implementation of the AAP at all establishments.

3) Developing, implementing, and maintaining audit and reporting systems to measure effectiveness of equal employment opportunity programs, including those that will

a) Indicate need for remedial action,

b) Determine degree to which goals and objectives have been obtained.

4) Advising management in the modification and development of the University's policies to ensure the enhancement of equal employment opportunity for all employees and potential employees within existing equal employment opportunity guidelines.

5) Identifying problem areas and establishing procedures, goals and objectives to solve these problems.

6) Providing guidelines in the development, preparation, and implementation of career counseling programs for known protected veterans and employees with disabilities.

7) Conducting periodic audits to ensure all required posters and those advertising the University's equal employment opportunity policies and AAP, as well as the Invitation to Self-Identify for covered veterans and individuals with disabilities, are displayed and that the University's equal employment opportunity and AAP policies are being thoroughly communicated.

8) Ensure that employees are re-surveyed regarding their disability status every five (5) years and send out reminders to employees, at least once during the five (5) year intervals, that they may voluntarily update their disability status at any time.

9) Developing policy statements, affirmative action programs, internal and external communication techniques.

10) Assisting line management in arriving at solutions to problems.

11) Serving as the liaison between California State University, Los Angeles and enforcement agencies.

12) Keeping management informed of the latest developments in the equal employment opportunity area.

13) Reviewing, reporting on, and updating the AAP annually in accordance with stated policy. Informing employees and applicants of significant changes.

14) Working closely with the Associate Vice President, HRM and department managers and supervisors in coordinating the effective implementation of all identified affirmative actions.

15) Assisting in review and revision of all policies, procedures, and rules to ensure they are not in violation of federal or state laws and regulations.

16) Responsible for ensuring overall the University's compliance with the AAP.

Managers and Supervisors

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

1) Aggressively adhering to the University's equal employment opportunity policy.

2) Supporting and assisting the Associate Vice President, HRM and Director of Human Resources in developing, maintaining, and successfully implementing the AAP.

3) Taking action to prevent harassment of employees placed through affirmative action efforts.

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

5) Ensuring that all interviews, offers of employment and/or wage commitments are consistent with the University's policy.

6) Implementing the internal promotion and transfer of all employees under their supervision consistent with AAP goals and objectives.

7) Assisting in identifying problem areas and providing needed information for establishing and meeting department affirmative action goals and objectives.

8) Seeking and sharing information on feasible accommodations which have been or could be made for known disabilities.

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

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

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

California State University, Los Angeles has adopted the current national percentage of veterans in the civilian labor force of 6.7% as its hiring benchmark for protected veterans. California State University, Los Angeles will update its hiring benchmark as new data is published and updated via the OFCCP's website. The 6.7% hiring benchmark is applied to each job group within California State University, Los Angeles.

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

Goals and/or benchmarks do not require that California State University, Los Angeles 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 attainable by means of applying every good faith effort to make all aspects of the entire AAP work. A goal is a guidepost against which California State University, Los Angeles, a community group, or a compliance agency can measure progress in remedying identified deficiencies in California State University, Los Angeles' workforce.

California State University, Los Angeles has collected the required data and conducted studies to identify areas of opportunities in the employment of protected veterans and individuals with disabilities. California State University, Los Angeles 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 California State University, Los Angeles that when offering employment or promotion to protected veterans or individuals with disabilities, the amount of compensation offered will not be reduced because of any disability income, pension, or other benefit the applicant or employee receives from another source.

California State University, Los Angeles 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. 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 California State University, Los Angeles' legal duty to furnish the information.

California State University, Los Angeles

Snapshot Date: 11/01/2018

Workforce Analysis

Organizational Unit: Academic Support

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1032	Admin Support Assistant 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
1035	Admin Support Coord 12 Mo	4	3	**Male**	1	0	0	1	0	0	0	0
				Female	3	1	0	2	0	0	0	0
420	Info Tech Consultant 12 Mo	4	4	**Male**	3	0	0	2	1	0	0	0
				Female	1	0	0	1	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	2	2	**Male**	1	0	0	1	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
3306	Administrator III	1	1	**Male**	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**13**	**12**	**Male #**	**6**	**0**	**0**	**5**	**1**	**0**	**0**	**0**
	Grand Total %		**92.3**	**Male %**	**46.2**	**0.0**	**0.0**	**38.5**	**7.7**	**0.0**	**0.0**	**0.0**
				Female #	**7**	**1**	**0**	**5**	**1**	**0**	**0**	**0**
				Female%	**53.8**	**7.7**	**0.0**	**38.5**	**7.7**	**0.0**	**0.0**	**0.0**

California State University, Los Angeles

Snapshot Date: 11/01/2018

Workforce Analysis

Organizational Unit: Accounting

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2355	Graduate Assistant	2	1	**Male**	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
2358 - Accounting Department	Lecturer AY	9	3	**Male**	7	4	1	1	1	0	0	0
				Female	2	2	0	0	0	0	0	0
2360 - Accounting Department	Instr Fac AY	15	10	**Male**	7	3	0	0	4	0	0	0
				Female	8	2	1	0	4	0	0	1
2481 - Accounting Department	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 #	**27**	**14**	**Male #**	**14**	**7**	**1**	**1**	**5**	**0**	**0**	**0**
	Grand Total %		**51.9**	**Male %**	**51.9**	**25.9**	**3.7**	**3.7**	**18.5**	**0.0**	**0.0**	**0.0**
				Female #	**13**	**6**	**1**	**1**	**4**	**0**	**0**	**1**
				Female%	**48.1**	**22.2**	**3.7**	**3.7**	**14.8**	**0.0**	**0.0**	**3.7**

California State University, Los Angeles

Snapshot Date: 11/01/2018

Workforce Analysis

Organizational Unit: Admissions & Records

		Total			Total							
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
1032	Admin Support Assistant 12 Mo	12	10	**Male**	2	0	0	2	0	0	0	0
				Female	10	2	1	5	2	0	0	0
1035	Admin Support Coord 12 Mo	7	6	**Male**	1	0	0	1	0	0	0	0
				Female	6	1	0	3	2	0	0	0
2634	Evaluator Trainee	2	2	**Male**	0	0	0	0	0	0	0	0
				Female	2	0	0	1	0	0	0	1
2632	Evaluator I	12	10	**Male**	3	1	1	1	0	0	0	0
				Female	9	1	1	6	1	0	0	0
1038	Admin Analyst/Spclst 12 Mo	8	7	**Male**	4	1	0	1	2	0	0	0
				Female	4	0	0	2	2	0	0	0
2633	Evaluator II	6	5	**Male**	2	0	0	0	2	0	0	0
				Female	4	1	0	2	1	0	0	0
3082	SSP II	8	7	**Male**	3	0	1	2	0	0	0	0
				Female	5	1	1	3	0	0	0	0
3084	SSP III	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
3318	Administrator I	7	2	**Male**	1	1	0	0	0	0	0	0
				Female	6	4	1	0	1	0	0	0
420	Info Tech Consultant 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3312	Administrator II	3	3	**Male**	1	0	0	1	0	0	0	0
				Female	2	0	0	1	1	0	0	0
3306	Administrator III	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

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Workforce Analysis

Organizational Unit: Admissions & Records

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
	Grand Total #	68	54	Male #	18	4	2	8	4	0	0	0
	Grand Total %		79.4	Male %	26.5	5.9	2.9	11.8	5.9	0.0	0.0	0.0
				Female #	50	10	5	24	10	0	0	1
				Female%	73.5	14.7	7.4	35.3	14.7	0.0	0.0	1.5

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Workforce Analysis

Organizational Unit: Afro-American Studies

		Total		Total								
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
2355	Graduate Assistant	3	2	**Male**	2	0	2	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358 - Pan African Studies	Lecturer AY	13	13	**Male**	5	0	5	0	0	0	0	0
				Female	8	0	7	0	1	0	0	0
2360 - Pan African Studies	Instr Fac AY	4	4	**Male**	2	0	2	0	0	0	0	0
				Female	2	0	1	0	0	0	0	1
2481 - Pan African Studies	Dept Chair 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
	Grand Total #	**21**	**20**	**Male #**	**9**	**0**	**9**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**95.2**	**Male %**	**42.9**	**0.0**	**42.9**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**12**	**1**	**9**	**0**	**1**	**0**	**0**	**1**
				Female%	**57.1**	**4.8**	**42.9**	**0.0**	**4.8**	**0.0**	**0.0**	**4.8**

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Workforce Analysis

Organizational Unit: All College

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2355	Graduate Assistant	4	2	**Male**	1	0	0	0	0	0	0	1
				Female	3	2	0	0	0	0	0	1
2325	Graduate Assistant Monthly	2	2	**Male**	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
1032	Admin Support Assistant 12 Mo	3	3	**Male**	1	0	0	1	0	0	0	0
				Female	2	0	0	2	0	0	0	0
1577	Instructional Support Asst I	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1035	Admin Support Coord 12 Mo	14	13	**Male**	3	1	0	2	0	0	0	0
				Female	11	0	1	10	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	15	11	**Male**	2	1	0	1	0	0	0	0
				Female	13	3	1	7	2	0	0	0
2358 - Vice President Academic Affrs	Lecturer AY	9	6	**Male**	5	3	2	0	0	0	0	0
				Female	4	0	1	2	1	0	0	0
3082	SSP II	12	10	**Male**	5	1	0	4	0	0	0	0
				Female	7	1	0	4	2	0	0	0
1170	Cnfdntl Office Support 12 Mo	3	2	**Male**	0	0	0	0	0	0	0	0
				Female	3	1	0	1	1	0	0	0
3084	SSP III	6	6	**Male**	1	0	0	1	0	0	0	0
				Female	5	0	0	4	1	0	0	0
420	Info Tech Consultant 12 Mo	7	6	**Male**	6	1	1	3	1	0	0	0
				Female	1	0	0	1	0	0	0	0
2458 - Vice President Academic Affrs	If Summer Session State Supprt	33	18	**Male**	8	4	4	0	0	0	0	0
				Female	25	11	4	6	3	0	0	1
2630	Credential Analyst II	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0

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Organizational Unit: All College

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
3318	Administrator I	4	4	**Male**	2	0	0	1	1	0	0	0
				Female	2	0	0	2	0	0	0	0
2360 - Vice President Academic Affrs	Instr Fac AY	1	1	**Male**	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3312	Administrator II	11	5	**Male**	4	3	1	0	0	0	0	0
				Female	7	3	0	2	2	0	0	0
2359 - Vice President Academic Affrs	Lecturer 12 Mo	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3306	Administrator III	7	4	**Male**	4	2	0	1	1	0	0	0
				Female	3	1	0	1	1	0	0	0
3300	Administrator IV	9	3	**Male**	5	4	0	1	0	0	0	0
				Female	4	2	1	0	1	0	0	0
	Grand Total #	**143**	**98**	**Male #**	**49**	**21**	**8**	**16**	**3**	**0**	**0**	**1**
	Grand Total %		**68.5**	**Male %**	**34.3**	**14.7**	**5.6**	**11.2**	**2.1**	**0.0**	**0.0**	**0.7**
				Female #	**94**	**24**	**8**	**46**	**14**	**0**	**0**	**2**
				Female%	**65.7**	**16.8**	**5.6**	**32.2**	**9.8**	**0.0**	**0.0**	**1.4**

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Workforce Analysis

Organizational Unit: All School

		Total		Total								
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
2354 - Arts & Letters--Dean	Teaching Associate AY	5	4	**Male**	3	0	0	3	0	0	0	0
				Female	2	1	0	1	0	0	0	0
1032	Admin Support Assistant 12 Mo	5	4	**Male**	0	0	0	0	0	0	0	0
				Female	5	1	0	3	1	0	0	0
1035	Admin Support Coord 12 Mo	14	11	**Male**	3	2	0	1	0	0	0	0
				Female	11	1	0	7	3	0	0	0
1038	Admin Analyst/Spclst 12 Mo	19	17	**Male**	0	0	0	0	0	0	0	0
				Female	19	2	1	13	3	0	0	0
3079	SSP I	2	2	**Male**	0	0	0	0	0	0	0	0
				Female	2	0	0	1	1	0	0	0
2358 - Arts & Letters--Dean	Lecturer AY	26	15	**Male**	13	4	2	4	1	0	0	2
				Female	13	7	0	2	4	0	0	0
800	Pub Affairs/Comm Spec 12 Mo	5	3	**Male**	0	0	0	0	0	0	0	0
				Female	5	2	2	1	0	0	0	0
3082	SSP II	35	32	**Male**	10	1	2	5	2	0	0	0
				Female	25	2	3	16	4	0	0	0
420	Info Tech Consultant 12 Mo	14	13	**Male**	13	0	0	4	9	0	0	0
				Female	1	1	0	0	0	0	0	0
7004	Equip Tech I, Spclized Equip	1	1	**Male**	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7013	Equip Tech II, Electronic	3	2	**Male**	3	1	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3084	SSP III	7	6	**Male**	2	1	0	1	0	0	0	0
				Female	5	0	0	4	1	0	0	0
2630	Credential Analyst II	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0

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Organizational Unit: All School

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
820	Graphic Designer 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
7023	Equip Tech III, Electronic	2	0	**Male**	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
840	Performing Arts Tech 12 Mo	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7021	Equip Tech III, Mechanical	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3312	Administrator II	12	11	**Male**	6	1	0	2	3	0	0	0
				Female	6	0	0	4	2	0	0	0
2360 - Arts & Letters--Dean	Instr Fac AY	14	7	**Male**	10	5	0	3	2	0	0	0
				Female	4	2	0	2	0	0	0	0
3306	Administrator III	7	3	**Male**	1	1	0	0	0	0	0	0
				Female	6	3	0	0	3	0	0	0
3300	Administrator IV	5	1	**Male**	1	1	0	0	0	0	0	0
				Female	4	3	1	0	0	0	0	0
	Grand Total #	**180**	**134**	**Male #**	**69**	**20**	**4**	**26**	**17**	**0**	**0**	**2**
	Grand Total %		**74.4**	**Male %**	**38.3**	**11.1**	**2.2**	**14.4**	**9.4**	**0.0**	**0.0**	**1.1**
				Female #	**111**	**26**	**7**	**55**	**23**	**0**	**0**	**0**
				Female%	**61.7**	**14.4**	**3.9**	**30.6**	**12.8**	**0.0**	**0.0**	**0.0**

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Workforce Analysis

Organizational Unit: Anthropology

		Total			Total							
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
2355	Graduate Assistant	4	4	**Male**	2	0	0	1	0	0	0	1
				Female	2	0	0	2	0	0	0	0
2354 - Anthropology	Teaching Associate AY	9	8	**Male**	1	0	0	1	0	0	0	0
				Female	8	1	0	6	0	0	0	1
1035	Admin Support Coord 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2358 - Anthropology	Lecturer AY	8	1	**Male**	1	0	0	0	0	0	0	1
				Female	7	7	0	0	0	0	0	0
2360 - Anthropology	Instr Fac AY	7	2	**Male**	1	1	0	0	0	0	0	0
				Female	6	4	0	0	2	0	0	0
2481 - Anthropology	Dept Chair 12 Mo	1	1	**Male**	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**30**	**17**	**Male #**	**6**	**1**	**0**	**3**	**0**	**0**	**0**	**2**
	Grand Total %		**56.7**	**Male %**	**20.0**	**3.3**	**0.0**	**10.0**	**0.0**	**0.0**	**0.0**	**6.7**
				Female #	**24**	**12**	**0**	**9**	**2**	**0**	**0**	**1**
				Female%	**80.0**	**40.0**	**0.0**	**30.0**	**6.7**	**0.0**	**0.0**	**3.3**

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Workforce Analysis

Organizational Unit: Art

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2355	Graduate Assistant	2	2	**Male**	1	0	0	1	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2354 - Art	Teaching Associate AY	4	3	**Male**	1	0	0	1	0	0	0	0
				Female	3	1	0	2	0	0	0	0
2358 - Art	Lecturer AY	27	9	**Male**	8	6	0	1	1	0	0	0
				Female	19	12	0	3	4	0	0	0
1615	Instructional Support Tech I	2	0	**Male**	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2360 - Art	Instr Fac AY	13	5	**Male**	10	5	1	3	0	0	1	0
				Female	3	3	0	0	0	0	0	0
2361 - Art	Instr Fac 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
2481 - Art	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 #	**50**	**20**	**Male #**	**22**	**13**	**1**	**6**	**1**	**0**	**1**	**0**
	Grand Total %		**40.0**	**Male %**	**44.0**	**26.0**	**2.0**	**12.0**	**2.0**	**0.0**	**2.0**	**0.0**
				Female #	**28**	**17**	**0**	**6**	**5**	**0**	**0**	**0**
				Female%	**56.0**	**34.0**	**0.0**	**12.0**	**10.0**	**0.0**	**0.0**	**0.0**

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Workforce Analysis

Organizational Unit: Athletics

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
8180 - Athletics Department	Athletic Trainer I 12 Mo	1	1	**Male**	1	0	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0
2384 - Athletics Department	Coaching Assistant AY	10	3	**Male**	9	6	2	1	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
8185 - Athletics Department	Athletic Trainer II 12 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3318	Administrator I	2	2	**Male**	2	0	2	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2379 - Athletics Department	Coaching Specialist 12 Mo	3	3	**Male**	1	0	0	1	0	0	0	0
				Female	2	0	0	0	0	1	0	1
2376 - Athletics Department	Coach 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	3	1	**Male**	3	2	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2373 - Athletics Department	Head Coach 12 Mo	7	2	**Male**	4	3	0	1	0	0	0	0
				Female	3	2	1	0	0	0	0	0
3306	Administrator III	3	1	**Male**	1	1	0	0	0	0	0	0
				Female	2	1	1	0	0	0	0	0
3300	Administrator IV	1	1	**Male**	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**33**	**14**	**Male #**	**23**	**13**	**5**	**4**	**0**	**0**	**0**	**1**
	Grand Total %		**42.4**	**Male %**	**69.7**	**39.4**	**15.2**	**12.1**	**0.0**	**0.0**	**0.0**	**3.0**
				Female #	**10**	**6**	**2**	**0**	**0**	**1**	**0**	**1**
				Female%	**30.3**	**18.2**	**6.1**	**0.0**	**0.0**	**3.0**	**0.0**	**3.0**

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Workforce Analysis

Organizational Unit: Automotive

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
6270	Auto/Equipment Mechanic	2	2	**Male**	2	0	1	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**2**	**2**	**Male #**	**2**	**0**	**1**	**0**	**1**	**0**	**0**	**0**
	Grand Total %		**100.0**	**Male %**	**100.0**	**0.0**	**50.0**	**0.0**	**50.0**	**0.0**	**0.0**	**0.0**
				Female #	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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Workforce Analysis

Organizational Unit: Biology

		Total		Total								
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
2355	Graduate Assistant	6	4	**Male**	2	1	0	1	0	0	0	0
				Female	4	1	0	1	2	0	0	0
2354 - Biology and Microbiology	Teaching Associate AY	5	5	**Male**	1	0	0	1	0	0	0	0
				Female	4	0	0	3	1	0	0	0
1032	Admin Support Assistant 12 Mo	2	2	**Male**	1	0	0	1	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2358 - Biology and Microbiology	Lecturer AY	27	17	**Male**	15	6	0	5	4	0	0	0
				Female	12	4	0	4	4	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
1617	Instructional Support Tech II	1	1	**Male**	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1619	Instructional Support Tech III	4	3	**Male**	0	0	0	0	0	0	0	0
				Female	4	1	0	1	2	0	0	0
2360 - Biology and Microbiology	Instr Fac AY	18	7	**Male**	7	4	0	1	2	0	0	0
				Female	11	7	0	2	2	0	0	0
2481 - Biology and Microbiology	Dept Chair 12 Mo	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**65**	**40**	**Male #**	**28**	**12**	**1**	**9**	**6**	**0**	**0**	**0**
	Grand Total %		**61.5**	**Male %**	**43.1**	**18.5**	**1.5**	**13.8**	**9.2**	**0.0**	**0.0**	**0.0**
				Female #	**37**	**13**	**0**	**13**	**11**	**0**	**0**	**0**
				Female%	**56.9**	**20.0**	**0.0**	**20.0**	**16.9**	**0.0**	**0.0**	**0.0**

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Workforce Analysis

Organizational Unit: Chemistry

		Total		Total								
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
2355	Graduate Assistant	18	16	**Male**	13	1	0	11	1	0	0	0
				Female	5	1	1	2	0	0	0	1
2354 - Chemistry & Biochemistry	Teaching Associate AY	1	1	**Male**	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1032	Admin Support Assistant 12 Mo	1	1	**Male**	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1035	Admin Support Coord 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2358 - Chemistry & Biochemistry	Lecturer AY	30	16	**Male**	21	11	1	1	8	0	0	0
				Female	9	3	0	3	3	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
7023	Equip Tech III, Electronic	2	2	**Male**	2	0	2	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1619	Instructional Support Tech III	2	1	**Male**	2	1	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
2360 - Chemistry & Biochemistry	Instr Fac AY	14	11	**Male**	8	3	1	2	2	0	0	0
				Female	6	0	1	2	3	0	0	0
7024	Equip Tech III, Spclized Equip	1	1	**Male**	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
2481 - Chemistry & Biochemistry	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 #	**72**	**51**	**Male #**	**50**	**16**	**4**	**17**	**13**	**0**	**0**	**0**
	Grand Total %		**70.8**	**Male %**	**69.4**	**22.2**	**5.6**	**23.6**	**18.1**	**0.0**	**0.0**	**0.0**
				Female #	**22**	**5**	**2**	**8**	**6**	**0**	**0**	**1**
				Female%	**30.6**	**6.9**	**2.8**	**11.1**	**8.3**	**0.0**	**0.0**	**1.4**

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Workforce Analysis

Organizational Unit: Civil Engineering

		Total		Total								
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
2358 - Civil Engineering	Lecturer AY	18	14	**Male**	17	4	1	1	11	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
2360 - Civil Engineering	Instr Fac AY	9	5	**Male**	7	4	0	2	1	0	0	0
				Female	2	0	0	1	1	0	0	0
2481 - Civil Engineering	Dept Chair 12 Mo	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**29**	**19**	**Male #**	**25**	**9**	**1**	**3**	**12**	**0**	**0**	**0**
	Grand Total %		**65.5**	**Male %**	**86.2**	**31.0**	**3.4**	**10.3**	**41.4**	**0.0**	**0.0**	**0.0**
				Female #	**4**	**1**	**0**	**1**	**2**	**0**	**0**	**0**
				Female%	**13.8**	**3.4**	**0.0**	**3.4**	**6.9**	**0.0**	**0.0**	**0.0**

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Workforce Analysis

Organizational Unit: Communication Disorders

		Total		Total								
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
2355	Graduate Assistant	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1032	Admin Support Assistant 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
1035	Admin Support Coord 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2358 - Communication Disorders	Lecturer AY	22	10	**Male**	7	4	1	1	1	0	0	0
				Female	15	8	0	5	1	0	0	1
2360 - Communication Disorders	Instr Fac AY	8	3	**Male**	4	3	0	0	1	0	0	0
				Female	4	2	0	1	0	0	0	1
2481 - Communication Disorders	Dept Chair 12 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**34**	**16**	**Male #**	**11**	**7**	**1**	**1**	**2**	**0**	**0**	**0**
	Grand Total %		**47.1**	**Male %**	**32.4**	**20.6**	**2.9**	**2.9**	**5.9**	**0.0**	**0.0**	**0.0**
				Female #	**23**	**11**	**0**	**8**	**2**	**0**	**0**	**2**
				Female%	**67.6**	**32.4**	**0.0**	**23.5**	**5.9**	**0.0**	**0.0**	**5.9**

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Workforce Analysis

Organizational Unit: Communications

		Total			Total							
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
2355	Graduate Assistant	3	3	**Male**	0	0	0	0	0	0	0	0
				Female	3	0	0	2	1	0	0	0
1032	Admin Support Assistant 12 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2354 - Communication Studies	Teaching Associate AY	15	11	**Male**	3	1	1	1	0	0	0	0
				Female	12	3	0	8	1	0	0	0
1035	Admin Support Coord 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
2358 - Communication Studies	Lecturer AY	28	17	**Male**	12	6	1	3	1	1	0	0
				Female	16	5	1	7	2	0	0	1
2360 - Communication Studies	Instr Fac AY	10	7	**Male**	4	1	0	0	3	0	0	0
				Female	6	2	1	1	2	0	0	0
2481 - Communication Studies	Dept Chair 12 Mo	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**59**	**39**	**Male #**	**20**	**9**	**2**	**4**	**4**	**1**	**0**	**0**
	Grand Total %		**66.1**	**Male %**	**33.9**	**15.3**	**3.4**	**6.8**	**6.8**	**1.7**	**0.0**	**0.0**
				Female #	**39**	**11**	**2**	**18**	**7**	**0**	**0**	**1**
				Female%	**66.1**	**18.6**	**3.4**	**30.5**	**11.9**	**0.0**	**0.0**	**1.7**

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Workforce Analysis

Organizational Unit: Community Relations

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	1	**Male**	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
800	Pub Affairs/Comm Spec 12 Mo	4	3	**Male**	2	0	0	1	1	0	0	0
				Female	2	1	0	0	1	0	0	0
820	Graphic Designer 12 Mo	2	2	**Male**	1	0	0	1	0	0	0	0
				Female	1	0	0	0	1	0	0	0
1038	Admin Analyst/Spclst 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
3318	Administrator I	1	1	**Male**	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3312	Administrator II	2	2	**Male**	0	0	0	0	0	0	0	0
				Female	2	0	1	1	0	0	0	0
3306	Administrator III	1	1	**Male**	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**12**	**11**	**Male #**	**6**	**0**	**0**	**4**	**2**	**0**	**0**	**0**
	Grand Total %		**91.7**	**Male %**	**50.0**	**0.0**	**0.0**	**33.3**	**16.7**	**0.0**	**0.0**	**0.0**
				Female #	**6**	**1**	**1**	**1**	**3**	**0**	**0**	**0**
				Female%	**50.0**	**8.3**	**8.3**	**8.3**	**25.0**	**0.0**	**0.0**	**0.0**

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Workforce Analysis

Organizational Unit: Computer Science

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2354 - Computer Science	Teaching Associate AY	10	8	**Male**	6	0	0	1	5	0	0	0
				Female	4	2	0	0	2	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 - Computer Science	Lecturer AY	9	4	**Male**	8	5	0	2	1	0	0	0
				Female	1	0	0	0	1	0	0	0
2360 - Computer Science	Instr Fac AY	11	6	**Male**	9	5	0	0	4	0	0	0
				Female	2	0	0	0	2	0	0	0
2481 - Computer Science	Dept Chair 12 Mo	1	1	**Male**	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**32**	**19**	**Male #**	**24**	**10**	**0**	**3**	**11**	**0**	**0**	**0**
	Grand Total %		**59.4**	**Male %**	**75.0**	**31.3**	**0.0**	**9.4**	**34.4**	**0.0**	**0.0**	**0.0**
				Female #	**8**	**3**	**0**	**0**	**5**	**0**	**0**	**0**
				Female%	**25.0**	**9.4**	**0.0**	**0.0**	**15.6**	**0.0**	**0.0**	**0.0**

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Workforce Analysis

Organizational Unit: Copy Print Program

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
7000	Equip Maintenance Assistant	2	1	**Male**	2	1	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**2**	**1**	**Male #**	**2**	**1**	**0**	**0**	**1**	**0**	**0**	**0**
	Grand Total %		**50.0**	**Male %**	**100.0**	**50.0**	**0.0**	**0.0**	**50.0**	**0.0**	**0.0**	**0.0**
				Female #	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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Workforce Analysis

Organizational Unit: Counseling & Career Guidance

		Total		Total								
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
1032	Admin Support Assistant 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3082	SSP II	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	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
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 #	**7**	**4**	**Male #**	**2**	**1**	**1**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**57.1**	**Male %**	**28.6**	**14.3**	**14.3**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**5**	**2**	**0**	**3**	**0**	**0**	**0**	**0**
				Female%	**71.4**	**28.6**	**0.0**	**42.9**	**0.0**	**0.0**	**0.0**	**0.0**

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Workforce Analysis

Organizational Unit: Criminology

		Total		Total								
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
2355	Graduate Assistant	3	2	**Male**	1	0	0	0	1	0	0	0
				Female	2	1	0	1	0	0	0	0
1032	Admin Support Assistant 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1035	Admin Support Coord 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1
2358 - Criminal Justice	Lecturer AY	18	8	**Male**	15	8	2	4	1	0	0	0
				Female	3	2	0	1	0	0	0	0
2360 - Criminal Justice	Instr Fac AY	10	3	**Male**	4	2	0	1	1	0	0	0
				Female	6	5	0	0	1	0	0	0
2481 - Criminal Justice	Dept Chair 12 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**34**	**15**	**Male #**	**20**	**10**	**2**	**5**	**3**	**0**	**0**	**0**
	Grand Total %		**44.1**	**Male %**	**58.8**	**29.4**	**5.9**	**14.7**	**8.8**	**0.0**	**0.0**	**0.0**
				Female #	**14**	**9**	**0**	**3**	**1**	**0**	**0**	**1**
				Female%	**41.2**	**26.5**	**0.0**	**8.8**	**2.9**	**0.0**	**0.0**	**2.9**

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Workforce Analysis

Organizational Unit: Curriculum and Instruction

		Total		Total								
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
2355	Graduate Assistant	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1032	Admin Support Assistant 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	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
2358 - Curriculum & Instruction	Lecturer AY	26	17	**Male**	7	3	0	2	2	0	0	0
				Female	19	6	2	6	3	1	0	1
2360 - Curriculum & Instruction	Instr Fac AY	15	7	**Male**	5	2	2	1	0	0	0	0
				Female	10	6	0	1	3	0	0	0
	Grand Total #	**44**	**27**	**Male #**	**12**	**5**	**2**	**3**	**2**	**0**	**0**	**0**
	Grand Total %		**61.4**	**Male %**	**27.3**	**11.4**	**4.5**	**6.8**	**4.5**	**0.0**	**0.0**	**0.0**
				Female #	**32**	**12**	**3**	**9**	**6**	**1**	**0**	**1**
				Female%	**72.7**	**27.3**	**6.8**	**20.5**	**13.6**	**2.3**	**0.0**	**2.3**

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Workforce Analysis

Organizational Unit: Desktop Services

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

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Workforce Analysis

Organizational Unit: DS-SSF-Dean of Students

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

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Workforce Analysis

Organizational Unit: Economics and Statistics

		Total			Total							
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
2355	Graduate Assistant	4	4	**Male**	2	0	0	2	0	0	0	0
				Female	2	0	0	0	2	0	0	0
2358 - Economics & Statistics	Lecturer AY	11	5	**Male**	8	5	1	0	2	0	0	0
				Female	3	1	0	1	1	0	0	0
2360 - Economics & Statistics	Instr Fac AY	11	10	**Male**	6	0	1	1	4	0	0	0
				Female	5	1	0	0	4	0	0	0
2481 - Economics & Statistics	Dept Chair 12 Mo	1	1	**Male**	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**27**	**20**	**Male #**	**17**	**5**	**2**	**3**	**7**	**0**	**0**	**0**
	Grand Total %		**74.1**	**Male %**	**63.0**	**18.5**	**7.4**	**11.1**	**25.9**	**0.0**	**0.0**	**0.0**
				Female #	**10**	**2**	**0**	**1**	**7**	**0**	**0**	**0**
				Female%	**37.0**	**7.4**	**0.0**	**3.7**	**25.9**	**0.0**	**0.0**	**0.0**

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Workforce Analysis

Organizational Unit: Ed Fnd and Inter Studies

		Total		Total								
Job Code	**JobTitle**	**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
1035	Admin Support Coord 12 Mo	2	2	**Male**	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
2358 - AASE	Lecturer AY	35	23	**Male**	15	6	1	6	2	0	0	0
				Female	20	6	0	6	8	0	0	0
2360 - AASE	Instr Fac AY	15	11	**Male**	6	2	1	3	0	0	0	0
				Female	9	2	0	3	4	0	0	0
2481 - AASE	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 #	**54**	**36**	**Male #**	**21**	**8**	**2**	**9**	**2**	**0**	**0**	**0**
	Grand Total %		**66.7**	**Male %**	**38.9**	**14.8**	**3.7**	**16.7**	**3.7**	**0.0**	**0.0**	**0.0**
				Female #	**33**	**10**	**0**	**9**	**14**	**0**	**0**	**0**
				Female%	**61.1**	**18.5**	**0.0**	**16.7**	**25.9**	**0.0**	**0.0**	**0.0**

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Workforce Analysis

Organizational Unit: Electrical and Computer Engineering

		Total		Total								
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
2355	Graduate Assistant	4	4	**Male**	2	0	0	0	1	0	0	1
				Female	2	0	0	0	2	0	0	0
2358 - Electrical & Computer Engr	Lecturer AY	14	6	**Male**	12	7	0	2	3	0	0	0
				Female	2	1	0	0	1	0	0	0
1035	Admin Support Coord 12 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2360 - Electrical & Computer Engr	Instr Fac AY	7	2	**Male**	4	3	0	0	1	0	0	0
				Female	3	2	0	0	1	0	0	0
2481 - Electrical & Computer Engr	Dept Chair 12 Mo	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**27**	**12**	**Male #**	**19**	**11**	**0**	**2**	**5**	**0**	**0**	**1**
	Grand Total %		**44.4**	**Male %**	**70.4**	**40.7**	**0.0**	**7.4**	**18.5**	**0.0**	**0.0**	**3.7**
				Female #	**8**	**4**	**0**	**0**	**4**	**0**	**0**	**0**
				Female%	**29.6**	**14.8**	**0.0**	**0.0**	**14.8**	**0.0**	**0.0**	**0.0**

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Workforce Analysis

Organizational Unit: Engineering Technology

		Total		Total								
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
1035	Admin Support Coord 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2358 - Technology	Lecturer AY	9	5	**Male**	9	4	0	4	1	0	0	0
				Female	0	0	0	0	0	0	0	0
2360 - Technology	Instr Fac AY	9	6	**Male**	6	1	1	1	3	0	0	0
				Female	3	2	0	0	1	0	0	0
	Grand Total #	**19**	**12**	**Male #**	**15**	**5**	**1**	**5**	**4**	**0**	**0**	**0**
	Grand Total %		**63.2**	**Male %**	**78.9**	**26.3**	**5.3**	**26.3**	**21.1**	**0.0**	**0.0**	**0.0**
				Female #	**4**	**2**	**0**	**1**	**1**	**0**	**0**	**0**
				Female%	**21.1**	**10.5**	**0.0**	**5.3**	**5.3**	**0.0**	**0.0**	**0.0**

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Workforce Analysis

Organizational Unit: English

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2355	Graduate Assistant	6	2	**Male**	2	2	0	0	0	0	0	0
				Female	4	2	1	1	0	0	0	0
1032	Admin Support Assistant 12 Mo	1	1	**Male**	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2354 - English	Teaching Associate AY	8	6	**Male**	3	1	0	2	0	0	0	0
				Female	5	1	1	3	0	0	0	0
1035	Admin Support Coord 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
2358 - English	Lecturer AY	45	19	**Male**	18	6	0	5	5	0	0	2
				Female	27	20	1	3	2	0	0	1
2360 - English	Instr Fac AY	16	6	**Male**	8	4	0	1	3	0	0	0
				Female	8	6	0	1	1	0	0	0
2393 - English	Visiting Faculty-Academic Year	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
2481 - English	Dept Chair 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
	Grand Total #	**79**	**37**	**Male #**	**32**	**13**	**0**	**9**	**8**	**0**	**0**	**2**
	Grand Total %		**46.8**	**Male %**	**40.5**	**16.5**	**0.0**	**11.4**	**10.1**	**0.0**	**0.0**	**2.5**
				Female #	**47**	**29**	**3**	**9**	**5**	**0**	**0**	**1**
				Female%	**59.5**	**36.7**	**3.8**	**11.4**	**6.3**	**0.0**	**0.0**	**1.3**

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Workforce Analysis

Organizational Unit: Executive

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1170	Cnfdntl Office Support 12 Mo	6	6	**Male**	0	0	0	0	0	0	0	0
				Female	6	0	0	4	2	0	0	0
1032	Admin Support Assistant 12 Mo	1	1	**Male**	1	0	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0
1035	Admin Support Coord 12 Mo	4	4	**Male**	0	0	0	0	0	0	0	0
				Female	4	0	0	2	1	0	0	1
1038	Admin Analyst/Spclst 12 Mo	3	2	**Male**	1	1	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
1036	Admin Analyst/Spclst 10/12	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
3318	Administrator I	5	5	**Male**	2	0	0	1	1	0	0	0
				Female	3	0	0	1	2	0	0	0
3312	Administrator II	21	13	**Male**	6	4	1	1	0	0	0	0
				Female	15	4	1	8	2	0	0	0
1176	Cnfdntl Admin Support 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
400	Analyst/Programmer 12 Mo	10	5	**Male**	8	3	0	0	5	0	0	0
				Female	2	2	0	0	0	0	0	0
3306	Administrator III	6	6	**Male**	5	0	0	1	4	0	0	0
				Female	1	0	0	0	1	0	0	0
3300	Administrator IV	3	1	**Male**	1	0	0	1	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2977	President	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

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Workforce Analysis

Organizational Unit: Executive

Job Code	JobTitle	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
	Grand Total #	62	45	Male #	25	9	1	4	10	0	0	1
	Grand Total %		72.6	Male %	40.3	14.5	1.6	6.5	16.1	0.0	0.0	1.6
				Female #	37	8	2	18	8	0	0	1
				Female%	59.7	12.9	3.2	29.0	12.9	0.0	0.0	1.6

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Workforce Analysis

Organizational Unit: Finance and Law

		Total		Total								
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
2355	Graduate Assistant	1	1	**Male**	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
2358 - Finance and Law	Lecturer AY	10	5	**Male**	9	4	0	0	5	0	0	0
				Female	1	1	0	0	0	0	0	0
2360 - Finance and Law	Instr Fac AY	12	9	**Male**	7	2	1	0	4	0	0	0
				Female	5	1	0	0	4	0	0	0
2481 - Finance and Law	Dept Chair 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
	Grand Total #	**24**	**16**	**Male #**	**17**	**6**	**1**	**0**	**10**	**0**	**0**	**0**
	Grand Total %		**66.7**	**Male %**	**70.8**	**25.0**	**4.2**	**0.0**	**41.7**	**0.0**	**0.0**	**0.0**
				Female #	**7**	**2**	**0**	**0**	**5**	**0**	**0**	**0**
				Female%	**29.2**	**8.3**	**0.0**	**0.0**	**20.8**	**0.0**	**0.0**	**0.0**

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Workforce Analysis

Organizational Unit: Financial Aids

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1032	Admin Support Assistant 12 Mo	6	6	**Male**	1	0	0	0	1	0	0	0
				Female	5	0	1	3	1	0	0	0
2635	Stdnt Pers Tech,Financial Aids	3	3	**Male**	0	0	0	0	0	0	0	0
				Female	3	0	0	3	0	0	0	0
1035	Admin Support Coord 12 Mo	2	2	**Male**	1	0	0	1	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3082	SSP II	5	4	**Male**	0	0	0	0	0	0	0	0
				Female	5	1	0	2	2	0	0	0
1038	Admin Analyst/Spclst 12 Mo	3	3	**Male**	0	0	0	0	0	0	0	0
				Female	3	0	0	2	1	0	0	0
3084	SSP III	1	1	**Male**	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3312	Administrator II	2	2	**Male**	1	0	0	0	1	0	0	0
				Female	1	0	0	0	1	0	0	0
	Grand Total #	**22**	**21**	**Male #**	**4**	**0**	**0**	**2**	**2**	**0**	**0**	**0**
	Grand Total %		**95.5**	**Male %**	**18.2**	**0.0**	**0.0**	**9.1**	**9.1**	**0.0**	**0.0**	**0.0**
				Female #	**18**	**1**	**1**	**11**	**5**	**0**	**0**	**0**
				Female%	**81.8**	**4.5**	**4.5**	**50.0**	**22.7**	**0.0**	**0.0**	**0.0**

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Workforce Analysis

Organizational Unit: Fire Life Safety

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
6533	Electrician	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**1**	**0**	**Male #**	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**0.0**	**Male %**	**100.0**	**100.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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Workforce Analysis

Organizational Unit: Fiscal Operations

		Total			Total							
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
1730	Accounting Technician I	3	3	**Male**	0	0	0	0	0	0	0	0
				Female	3	0	0	0	3	0	0	0
5151	Personnel Assistant	4	4	**Male**	0	0	0	0	0	0	0	0
				Female	4	0	1	2	1	0	0	0
1759	Collections Rep II	3	3	**Male**	0	0	0	0	0	0	0	0
				Female	3	0	0	3	0	0	0	0
1741	Accounting Technician II	13	10	**Male**	1	0	1	0	0	0	0	0
				Female	12	3	1	4	4	0	0	0
1101	Payroll Technician II	3	2	**Male**	0	0	0	0	0	0	0	0
				Female	3	1	0	1	1	0	0	0
1740	Accounting Technician III	9	8	**Male**	1	0	0	1	0	0	0	0
				Female	8	1	1	3	3	0	0	0
1035	Admin Support Coord 12 Mo	3	3	**Male**	2	0	1	1	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	11	11	**Male**	2	0	1	1	0	0	0	0
				Female	9	0	1	6	2	0	0	0
1032	Admin Support Assistant 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1762	Accountant I	2	2	**Male**	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
1102	Payroll Technician III	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
1617	Instructional Support Tech II	1	1	**Male**	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
420	Info Tech Consultant 12 Mo	6	5	**Male**	5	1	0	0	4	0	0	0
				Female	1	0	0	0	1	0	0	0

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Workforce Analysis

Organizational Unit: Fiscal Operations

		Total		Total								
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
1176	Cnfdntl Admin Support 12 Mo	3	3	**Male**	1	0	0	1	0	0	0	0
				Female	2	0	0	2	0	0	0	0
5681	Research Technician II	1	1	**Male**	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
4555	Accountant II	4	3	**Male**	0	0	0	0	0	0	0	0
				Female	4	1	0	0	3	0	0	0
5287	Budget Analyst	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
2351	Research Fellow	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
5284	Sr Budget Analyst	3	3	**Male**	1	0	0	0	1	0	0	0
				Female	2	0	0	0	2	0	0	0
3318	Administrator I	4	2	**Male**	2	2	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
5783	Assoc, Acad & Instit Studies 2	1	1	**Male**	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
3312	Administrator II	8	5	**Male**	2	0	1	0	1	0	0	0
				Female	6	3	1	0	2	0	0	0
5787	Assoc, Acad & Instit Studies 3	1	1	**Male**	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
3306	Administrator III	4	3	**Male**	3	1	0	0	2	0	0	0
				Female	1	0	0	1	0	0	0	0
	Grand Total #	**91**	**78**	**Male #**	**24**	**4**	**5**	**4**	**11**	**0**	**0**	**0**
	Grand Total %		**85.7**	**Male %**	**26.4**	**4.4**	**5.5**	**4.4**	**12.1**	**0.0**	**0.0**	**0.0**
				Female #	**67**	**9**	**5**	**24**	**29**	**0**	**0**	**0**
				Female%	**73.6**	**9.9**	**5.5**	**26.4**	**31.9**	**0.0**	**0.0**	**0.0**

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Workforce Analysis

Organizational Unit: Foreign Language and Literature

		Total		Total								
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
2354 - Modern Languages & Literatre	Teaching Associate AY	2	2	**Male**	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
1035	Admin Support Coord 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1
2358 - Modern Languages & Literatre	Lecturer AY	13	10	**Male**	4	1	0	1	2	0	0	0
				Female	9	2	0	1	6	0	0	0
2360 - Modern Languages & Literatre	Instr Fac AY	11	9	**Male**	5	0	0	3	2	0	0	0
				Female	6	2	0	1	3	0	0	0
2481 - Modern Languages & Literatre	Dept Chair 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
	Grand Total #	**28**	**23**	**Male #**	**9**	**1**	**0**	**4**	**4**	**0**	**0**	**0**
	Grand Total %		**82.1**	**Male %**	**32.1**	**3.6**	**0.0**	**14.3**	**14.3**	**0.0**	**0.0**	**0.0**
				Female #	**19**	**4**	**0**	**4**	**10**	**0**	**0**	**1**
				Female%	**67.9**	**14.3**	**0.0**	**14.3**	**35.7**	**0.0**	**0.0**	**3.6**

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Workforce Analysis

Organizational Unit: General Admin Services

		Total		Total								
Job Code	**JobTitle**	**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
3312	Administrator II	2	1	**Male**	0	0	0	0	0	0	0	0
				Female	2	1	1	0	0	0	0	0
3318	Administrator I	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**4**	**2**	**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 #	**4**	**2**	**1**	**1**	**0**	**0**	**0**	**0**
				Female%	**100.0**	**50.0**	**25.0**	**25.0**	**0.0**	**0.0**	**0.0**	**0.0**

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Workforce Analysis

Organizational Unit: Geology

		Total		Total								
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
2355	Graduate Assistant	1	1	**Male**	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2354 - Geological Sciences	Teaching Associate AY	5	2	**Male**	3	2	0	1	0	0	0	0
				Female	2	1	0	1	0	0	0	0
1032	Admin Support Assistant 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	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	1	0	0	0	0	0
2358 - Geological Sciences	Lecturer AY	14	6	**Male**	7	5	0	1	1	0	0	0
				Female	7	3	0	2	2	0	0	0
2360 - Geological Sciences	Instr Fac AY	4	2	**Male**	2	1	0	0	1	0	0	0
				Female	2	1	0	0	1	0	0	0
2481 - Geological Sciences	Dept Chair 12 Mo	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**27**	**13**	**Male #**	**14**	**9**	**0**	**3**	**2**	**0**	**0**	**0**
	Grand Total %		**48.1**	**Male %**	**51.9**	**33.3**	**0.0**	**11.1**	**7.4**	**0.0**	**0.0**	**0.0**
				Female #	**13**	**5**	**2**	**3**	**3**	**0**	**0**	**0**
				Female%	**48.1**	**18.5**	**7.4**	**11.1**	**11.1**	**0.0**	**0.0**	**0.0**

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Workforce Analysis

Organizational Unit: History

		Total		Total								
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
2355	Graduate Assistant	3	3	**Male**	3	0	0	2	0	0	0	1
				Female	0	0	0	0	0	0	0	0
1032	Admin Support Assistant 12 Mo	1	1	**Male**	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1035	Admin Support Coord 12 Mo	2	2	**Male**	1	0	0	1	0	0	0	0
				Female	1	0	1	0	0	0	0	0
2358 - Asian American Studies	Lecturer AY	18	8	**Male**	9	5	0	3	1	0	0	0
				Female	9	5	0	3	0	0	0	1
2360 - Asian American Studies	Instr Fac AY	13	7	**Male**	5	2	1	1	1	0	0	0
				Female	8	4	0	1	3	0	0	0
2481 - Asian American Studies	Dept Chair 12 Mo	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**38**	**21**	**Male #**	**20**	**8**	**1**	**8**	**2**	**0**	**0**	**1**
	Grand Total %		**55.3**	**Male %**	**52.6**	**21.1**	**2.6**	**21.1**	**5.3**	**0.0**	**0.0**	**2.6**
				Female #	**18**	**9**	**1**	**4**	**3**	**0**	**0**	**1**
				Female%	**47.4**	**23.7**	**2.6**	**10.5**	**7.9**	**0.0**	**0.0**	**2.6**

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Organizational Unit: Home Economics

		Total			Total							
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
2355	Graduate Assistant	11	7	**Male**	0	0	0	0	0	0	0	0
				Female	11	4	0	7	0	0	0	0
1032	Admin Support Assistant 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2358 - Child & Family Studies	Lecturer AY	42	33	**Male**	7	1	1	4	1	0	0	0
				Female	35	8	2	19	3	1	0	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
2360 - Child & Family Studies	Instr Fac AY	8	4	**Male**	1	0	0	1	0	0	0	0
				Female	7	4	0	2	1	0	0	0
2481 - Child & Family Studies	Dept Chair 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	1	0	0
	Grand Total #	**64**	**47**	**Male #**	**8**	**1**	**1**	**5**	**1**	**0**	**0**	**0**
	Grand Total %		**73.4**	**Male %**	**12.5**	**1.6**	**1.6**	**7.8**	**1.6**	**0.0**	**0.0**	**0.0**
				Female #	**56**	**16**	**2**	**30**	**4**	**2**	**0**	**2**
				Female%	**87.5**	**25.0**	**3.1**	**46.9**	**6.3**	**3.1**	**0.0**	**3.1**

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Workforce Analysis

Organizational Unit: Human Services

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2481 - American Humanics	Dept Chair 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
	Grand Total #	**1**	**1**	**Male #**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**100.0**	**Male %**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**1**	**0**	**0**	**1**	**0**	**0**	**0**	**0**
				Female%	**100.0**	**0.0**	**0.0**	**100.0**	**0.0**	**0.0**	**0.0**	**0.0**

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Workforce Analysis

Organizational Unit: Kinesiology and Health Promotion

		Total		Total								
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
2355	Graduate Assistant	3	3	**Male**	3	0	0	1	2	0	0	0
				Female	0	0	0	0	0	0	0	0
2354 - Kinesiology & Nutritnl Science	Teaching Associate AY	18	12	**Male**	9	1	1	4	2	0	0	1
				Female	9	5	0	1	3	0	0	0
1514	Athletic Equipment Attendant I	1	1	**Male**	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1032	Admin Support Assistant 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1035	Admin Support Coord 12 Mo	2	2	**Male**	0	0	0	0	0	0	0	0
				Female	2	0	0	1	0	0	0	1
1617	Instructional Support Tech II	3	2	**Male**	0	0	0	0	0	0	0	0
				Female	3	1	1	1	0	0	0	0
2358 - Kinesiology & Nutritnl Science	Lecturer AY	66	40	**Male**	26	9	1	5	9	1	0	1
				Female	40	17	1	10	11	1	0	0
2360 - Kinesiology & Nutritnl Science	Instr Fac AY	15	6	**Male**	7	5	0	0	2	0	0	0
				Female	8	4	1	0	3	0	0	0
2481 - Kinesiology & Nutritnl Science	Dept Chair 12 Mo	1	1	**Male**	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**110**	**68**	**Male #**	**47**	**15**	**2**	**11**	**16**	**1**	**0**	**2**
	Grand Total %		**61.8**	**Male %**	**42.7**	**13.6**	**1.8**	**10.0**	**14.5**	**0.9**	**0.0**	**1.8**
				Female #	**63**	**27**	**3**	**14**	**17**	**1**	**0**	**1**
				Female%	**57.3**	**24.5**	**2.7**	**12.7**	**15.5**	**0.9**	**0.0**	**0.9**

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Workforce Analysis

Organizational Unit: Latin-American Studies

		Total		Total								
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
2355	Graduate Assistant	1	1	**Male**	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2358 - Latin American Studies	Lecturer AY	5	4	**Male**	2	1	0	1	0	0	0	0
				Female	3	0	0	3	0	0	0	0
2360 - Latin American Studies	Instr Fac AY	1	1	**Male**	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2481 - Latin American Studies	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 #	**8**	**6**	**Male #**	**4**	**1**	**0**	**3**	**0**	**0**	**0**	**0**
	Grand Total %		**75.0**	**Male %**	**50.0**	**12.5**	**0.0**	**37.5**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**4**	**1**	**0**	**3**	**0**	**0**	**0**	**0**
				Female%	**50.0**	**12.5**	**0.0**	**37.5**	**0.0**	**0.0**	**0.0**	**0.0**

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Workforce Analysis

Organizational Unit: Liberal Studies

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2358 - Liberal Studies	Lecturer AY	14	6	**Male**	4	4	0	0	0	0	0	0
				Female	10	4	0	3	3	0	0	0
2360 - Liberal Studies	Instr Fac AY	5	4	**Male**	2	1	0	1	0	0	0	0
				Female	3	0	0	2	0	1	0	0
2481 - Liberal Studies	Dept Chair 12 Mo	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**21**	**11**	**Male #**	**7**	**6**	**0**	**1**	**0**	**0**	**0**	**0**
	Grand Total %		**52.4**	**Male %**	**33.3**	**28.6**	**0.0**	**4.8**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**14**	**4**	**0**	**6**	**3**	**1**	**0**	**0**
				Female%	**66.7**	**19.0**	**0.0**	**28.6**	**14.3**	**4.8**	**0.0**	**0.0**

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Workforce Analysis

Organizational Unit: Librarianship

		Total		Total								
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
8820	Community Service Spec 12 Mo	2	2	**Male**	2	0	0	1	1	0	0	0
				Female	0	0	0	0	0	0	0	0
2887	Library Services Spec II	5	5	**Male**	2	0	0	1	1	0	0	0
				Female	3	0	0	2	1	0	0	0
2888	Library Services Spec III	5	3	**Male**	1	1	0	0	0	0	0	0
				Female	4	1	0	3	0	0	0	0
1741	Accounting Technician II	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2886	Library Services Spec I	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1740	Accounting Technician III	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
1038	Admin Analyst/Spclst 12 Mo	2	2	**Male**	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
2889	Library Services Spec IV	2	1	**Male**	1	1	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2919 - University Library	Librarian 10 Mo	2	1	**Male**	0	0	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0
420	Info Tech Consultant 12 Mo	3	2	**Male**	2	1	0	1	0	0	0	0
				Female	1	0	0	0	1	0	0	0
2920 - University Library	Librarian 12 Mo	9	5	**Male**	3	2	0	0	1	0	0	0
				Female	6	2	1	1	2	0	0	0
3312	Administrator II	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
3306	Administrator III	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0

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Workforce Analysis

Organizational Unit: Librarianship

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
3300	Administrator IV	2	2	Male	1	0	0	1	0	0	0	0
				Female	1	0	0	0	1	0	0	0
	Grand Total #	**37**	**28**	**Male #**	**12**	**5**	**0**	**4**	**3**	**0**	**0**	**0**
	Grand Total %		**75.7**	**Male %**	**32.4**	**13.5**	**0.0**	**10.8**	**8.1**	**0.0**	**0.0**	**0.0**
				Female #	**25**	**4**	**2**	**9**	**10**	**0**	**0**	**0**
				Female%	**67.6**	**10.8**	**5.4**	**24.3**	**27.0**	**0.0**	**0.0**	**0.0**

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Workforce Analysis

Organizational Unit: Logistical Services

		Total		Total								
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
8810	Parking Officer 12 Mo	6	6	**Male**	3	0	2	1	0	0	0	0
				Female	3	0	1	2	0	0	0	0
1032	Admin Support Assistant 12 Mo	3	3	**Male**	0	0	0	0	0	0	0	0
				Female	3	0	1	2	0	0	0	0
1508	Warehouse Worker	6	5	**Male**	6	1	0	4	0	1	0	0
				Female	0	0	0	0	0	0	0	0
8820	Community Service Spec 12 Mo	3	3	**Male**	3	0	1	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1730	Accounting Technician I	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1481	Reprographics Specialist II	3	2	**Male**	3	1	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1550	Property Clerk I	2	1	**Male**	2	1	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1035	Admin Support Coord 12 Mo	6	6	**Male**	1	0	0	0	1	0	0	0
				Female	5	0	0	4	1	0	0	0
8800	Police Dispatcher 12 Mo	4	4	**Male**	2	0	0	1	0	0	0	1
				Female	2	0	0	2	0	0	0	0
420	Info Tech Consultant 12 Mo	11	7	**Male**	4	1	0	2	1	0	0	0
				Female	7	3	0	0	4	0	0	0
1482	Reprographics Specialist III	1	1	**Male**	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
410	Operating Sys Analyst 12 Mo	9	9	**Male**	8	0	0	1	7	0	0	0
				Female	1	0	0	0	1	0	0	0
8346	Police Officer Cadet-NonRep	2	2	**Male**	1	0	0	1	0	0	0	0
				Female	1	0	0	1	0	0	0	0

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Organizational Unit: Logistical Services

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1038	Admin Analyst/Spclst 12 Mo	5	5	**Male**	2	0	0	2	0	0	0	0
				Female	3	0	0	3	0	0	0	0
400	Analyst/Programmer 12 Mo	7	7	**Male**	3	0	0	1	2	0	0	0
				Female	4	0	0	1	3	0	0	0
810	Media Prod Spec 12 Mo	2	2	**Male**	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
430	Network Analyst 12 Mo	5	4	**Male**	4	1	0	0	2	0	0	1
				Female	1	0	0	0	1	0	0	0
4791	Buyer I	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1483	Reprographics Specialist IV	2	2	**Male**	2	0	0	1	1	0	0	0
				Female	0	0	0	0	0	0	0	0
7000	Equip Maintenance Assistant	1	1	**Male**	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1549	Property Clerk II	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
440	Equip Systems Specialist 12 Mo	3	3	**Male**	2	0	0	1	1	0	0	0
				Female	1	0	1	0	0	0	0	0
450	Operations Specialist 12 Mo	3	1	**Male**	2	2	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
4792	Buyer II	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
1740	Accounting Technician III	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
6642	Locksmith	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

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Organizational Unit: Logistical Services

		Total			Total							
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
6940	Facilities Maintenance Mech	2	2	**Male**	2	0	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7012	Equip Tech II, Electro-Mechnl	1	1	**Male**	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8350	Police Officer	7	6	**Male**	6	1	2	3	0	0	0	0
				Female	1	0	0	1	0	0	0	0
4794	Buyer III	2	2	**Male**	1	0	0	1	0	0	0	0
				Female	1	0	1	0	0	0	0	0
6643	Lead Locksmith	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3318	Administrator I	3	2	**Male**	2	1	0	1	0	0	0	0
				Female	1	0	0	1	0	0	0	0
820	Graphic Designer 12 Mo	1	1	**Male**	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
8365	Corporal	6	5	**Male**	5	1	0	3	1	0	0	0
				Female	1	0	0	1	0	0	0	0
4795	Buyer III Lead	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
5284	Sr Budget Analyst	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
8354	Sergeant	5	5	**Male**	4	0	1	2	1	0	0	0
				Female	1	0	0	1	0	0	0	0
3312	Administrator II	6	4	**Male**	4	2	1	0	1	0	0	0
				Female	2	0	0	1	1	0	0	0
3306	Administrator III	4	2	**Male**	3	2	0	1	0	0	0	0
				Female	1	0	0	0	1	0	0	0

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Organizational Unit: Logistical Services

Job Code	JobTitle	Total			Total							
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
	Grand Total #	130	111	Male #	81	16	8	35	19	1	0	2
	Grand Total %		85.4	Male %	62.3	12.3	6.2	26.9	14.6	0.8	0.0	1.5
				Female #	49	3	6	27	13	0	0	0
				Female%	37.7	2.3	4.6	20.8	10.0	0.0	0.0	0.0

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Workforce Analysis

Organizational Unit: Management

		Total		Total								
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
2355	Graduate Assistant	4	4	**Male**	2	0	0	0	1	0	0	1
				Female	2	0	0	0	2	0	0	0
2358 - Management	Lecturer AY	53	30	**Male**	31	14	4	7	6	0	0	0
				Female	22	9	1	7	3	1	0	1
2360 - Management	Instr Fac AY	16	7	**Male**	7	4	0	0	3	0	0	0
				Female	9	5	1	0	3	0	0	0
2481 - Management	Dept Chair 12 Mo	1	1	**Male**	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**74**	**42**	**Male #**	**41**	**18**	**4**	**7**	**11**	**0**	**0**	**1**
	Grand Total %		**56.8**	**Male %**	**55.4**	**24.3**	**5.4**	**9.5**	**14.9**	**0.0**	**0.0**	**1.4**
				Female #	**33**	**14**	**2**	**7**	**8**	**1**	**0**	**1**
				Female%	**44.6**	**18.9**	**2.7**	**9.5**	**10.8**	**1.4**	**0.0**	**1.4**

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Workforce Analysis

Organizational Unit: Marketing

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2355	Graduate Assistant	2	2	**Male**	2	0	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	0
2358 - Marketing	Lecturer AY	3	3	**Male**	2	0	2	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
2360 - Marketing	Instr Fac AY	13	10	**Male**	6	0	2	0	4	0	0	0
				Female	7	3	1	1	1	0	0	1
	Grand Total #	**18**	**15**	**Male #**	**10**	**0**	**4**	**0**	**6**	**0**	**0**	**0**
	Grand Total %		**83.3**	**Male %**	**55.6**	**0.0**	**22.2**	**0.0**	**33.3**	**0.0**	**0.0**	**0.0**
				Female #	**8**	**3**	**1**	**1**	**2**	**0**	**0**	**1**
				Female%	**44.4**	**16.7**	**5.6**	**5.6**	**11.1**	**0.0**	**0.0**	**5.6**

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Workforce Analysis

Organizational Unit: Mathematics

		Total		Total								
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
2354 - Mathematics	Teaching Associate AY	10	9	**Male**	7	1	0	4	2	0	0	0
				Female	3	0	0	0	3	0	0	0
1032	Admin Support Assistant 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1035	Admin Support Coord 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2358 - Mathematics	Lecturer AY	62	42	**Male**	33	7	1	11	14	0	0	0
				Female	29	13	0	2	13	0	0	1
2360 - Mathematics	Instr Fac AY	10	5	**Male**	6	3	1	0	2	0	0	0
				Female	4	2	0	0	2	0	0	0
2481 - Mathematics	Dept Chair 12 Mo	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**85**	**58**	**Male #**	**47**	**12**	**2**	**15**	**18**	**0**	**0**	**0**
	Grand Total %		**68.2**	**Male %**	**55.3**	**14.1**	**2.4**	**17.6**	**21.2**	**0.0**	**0.0**	**0.0**
				Female #	**38**	**15**	**0**	**4**	**18**	**0**	**0**	**1**
				Female%	**44.7**	**17.6**	**0.0**	**4.7**	**21.2**	**0.0**	**0.0**	**1.2**

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Workforce Analysis

Organizational Unit: Mechanical Eng

		Total		Total								
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
1035	Admin Support Coord 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2358 - Mechanical Engineer	Lecturer AY	16	8	**Male**	15	8	0	3	4	0	0	0
				Female	1	0	0	1	0	0	0	0
2360 - Mechanical Engineer	Instr Fac AY	12	5	**Male**	11	7	0	1	3	0	0	0
				Female	1	0	0	0	1	0	0	0
2481 - Mechanical Engineer	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 #	**30**	**14**	**Male #**	**26**	**15**	**0**	**4**	**7**	**0**	**0**	**0**
	Grand Total %		**46.7**	**Male %**	**86.7**	**50.0**	**0.0**	**13.3**	**23.3**	**0.0**	**0.0**	**0.0**
				Female #	**4**	**1**	**0**	**2**	**1**	**0**	**0**	**0**
				Female%	**13.3**	**3.3**	**0.0**	**6.7**	**3.3**	**0.0**	**0.0**	**0.0**

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Workforce Analysis

Organizational Unit: Mexican-American Studies

		Total		Total								
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
1035	Admin Support Coord 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2358 - Chicano Studies	Lecturer AY	20	19	**Male**	9	0	0	9	0	0	0	0
				Female	11	1	0	9	0	1	0	0
2360 - Chicano Studies	Instr Fac AY	3	3	**Male**	1	0	0	1	0	0	0	0
				Female	2	0	0	2	0	0	0	0
2481 - Chicano Studies	Dept Chair 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
	Grand Total #	**25**	**24**	**Male #**	**10**	**0**	**0**	**10**	**0**	**0**	**0**	**0**
	Grand Total %		**96.0**	**Male %**	**40.0**	**0.0**	**0.0**	**40.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**15**	**1**	**0**	**13**	**0**	**1**	**0**	**0**
				Female%	**60.0**	**4.0**	**0.0**	**52.0**	**0.0**	**4.0**	**0.0**	**0.0**

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Workforce Analysis

Organizational Unit: Music

		Total		Total								
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
2355	Graduate Assistant	2	2	**Male**	2	0	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2354 - Music	Teaching Associate AY	4	3	**Male**	3	1	0	2	0	0	0	0
				Female	1	0	0	0	0	0	0	1
1032	Admin Support Assistant 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
2866	Accompanist II	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
1035	Admin Support Coord 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2358 - Music	Lecturer AY	27	11	**Male**	18	10	1	4	2	1	0	0
				Female	9	6	0	1	2	0	0	0
2360 - Music	Instr Fac AY	9	2	**Male**	6	4	1	1	0	0	0	0
				Female	3	3	0	0	0	0	0	0
2481 - Music	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 #	**46**	**21**	**Male #**	**29**	**15**	**2**	**9**	**2**	**1**	**0**	**0**
	Grand Total %		**45.7**	**Male %**	**63.0**	**32.6**	**4.3**	**19.6**	**4.3**	**2.2**	**0.0**	**0.0**
				Female #	**17**	**10**	**1**	**2**	**3**	**0**	**0**	**1**
				Female%	**37.0**	**21.7**	**2.2**	**4.3**	**6.5**	**0.0**	**0.0**	**2.2**

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Workforce Analysis

Organizational Unit: Nursing

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2355	Graduate Assistant	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
1035	Admin Support Coord 12 Mo	3	2	Male	1	0	1	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0
2358 - Nursing	Lecturer AY	49	25	Male	8	3	0	2	3	0	0	0
				Female	41	21	4	9	7	0	0	0
1617	Instructional Support Tech II	2	2	Male	1	0	0	0	1	0	0	0
				Female	1	0	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	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2360 - Nursing	Instr Fac AY	11	5	Male	3	2	0	0	1	0	0	0
				Female	8	4	0	1	1	1	0	1
2481 - Nursing	Dept Chair 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
	Grand Total #	**70**	**38**	**Male #**	**13**	**5**	**1**	**2**	**5**	**0**	**0**	**0**
	Grand Total %		**54.3**	**Male %**	**18.6**	**7.1**	**1.4**	**2.9**	**7.1**	**0.0**	**0.0**	**0.0**
				Female #	**57**	**27**	**5**	**13**	**10**	**1**	**0**	**1**
				Female%	**81.4**	**38.6**	**7.1**	**18.6**	**14.3**	**1.4**	**0.0**	**1.4**

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Workforce Analysis

Organizational Unit: Office Administration and Business Education

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2355	Graduate Assistant	2	2	**Male**	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
2358 - Information Systems	Lecturer AY	14	9	**Male**	9	2	2	3	2	0	0	0
				Female	5	3	0	1	1	0	0	0
2360 - Information Systems	Instr Fac AY	12	9	**Male**	8	3	0	1	4	0	0	0
				Female	4	0	0	0	4	0	0	0
2481 - Information Systems	Dept Chair 12 Mo	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**29**	**20**	**Male #**	**18**	**6**	**2**	**4**	**6**	**0**	**0**	**0**
	Grand Total %		**69.0**	**Male %**	**62.1**	**20.7**	**6.9**	**13.8**	**20.7**	**0.0**	**0.0**	**0.0**
				Female #	**11**	**3**	**0**	**1**	**7**	**0**	**0**	**0**
				Female%	**37.9**	**10.3**	**0.0**	**3.4**	**24.1**	**0.0**	**0.0**	**0.0**

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Workforce Analysis

Organizational Unit: PaGE Fiscal Operations

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1730	Accounting Technician I	1	1	**Male**	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	2	2	**Male**	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
3312	Administrator II	1	1	**Male**	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**4**	**4**	**Male #**	**2**	**0**	**0**	**1**	**1**	**0**	**0**	**0**
	Grand Total %		**100.0**	**Male %**	**50.0**	**0.0**	**0.0**	**25.0**	**25.0**	**0.0**	**0.0**	**0.0**
				Female #	**2**	**0**	**0**	**0**	**2**	**0**	**0**	**0**
				Female%	**50.0**	**0.0**	**0.0**	**0.0**	**50.0**	**0.0**	**0.0**	**0.0**

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Workforce Analysis

Organizational Unit: Philosophy

		Total		Total								
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
2355	Graduate Assistant	5	4	**Male**	3	1	0	1	1	0	0	0
				Female	2	0	0	1	0	0	0	1
1035	Admin Support Coord 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
2358 - Philosophy	Lecturer AY	7	0	**Male**	6	6	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2360 - Philosophy	Instr Fac AY	6	4	**Male**	5	1	0	1	3	0	0	0
				Female	1	1	0	0	0	0	0	0
2481 - Philosophy	Dept Chair 12 Mo	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**20**	**9**	**Male #**	**15**	**9**	**0**	**2**	**4**	**0**	**0**	**0**
	Grand Total %		**45.0**	**Male %**	**75.0**	**45.0**	**0.0**	**10.0**	**20.0**	**0.0**	**0.0**	**0.0**
				Female #	**5**	**2**	**0**	**1**	**1**	**0**	**0**	**1**
				Female%	**25.0**	**10.0**	**0.0**	**5.0**	**5.0**	**0.0**	**0.0**	**5.0**

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Workforce Analysis

Organizational Unit: Physical Plant Operations

		Total			Total							
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
1032	Admin Support Assistant 12 Mo	4	4	**Male**	1	0	0	1	0	0	0	0
				Female	3	0	0	3	0	0	0	0
2010	Custodian	54	51	**Male**	27	3	9	13	2	0	0	0
				Female	27	0	0	26	0	1	0	0
6223	Laborer	3	3	**Male**	2	0	0	2	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1508	Warehouse Worker	1	1	**Male**	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
731	Groundsworker	9	8	**Male**	9	1	0	8	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2015	Lead Custodian	8	8	**Male**	3	0	2	1	0	0	0	0
				Female	5	0	1	4	0	0	0	0
745	Gardening Specialist	1	1	**Male**	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1741	Accounting Technician II	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
735	Irrigation Specialist	2	2	**Male**	2	0	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	3	3	**Male**	2	0	0	2	0	0	0	0
				Female	1	0	0	1	0	0	0	0
6363	Light Auto Equipment Operator	3	2	**Male**	3	1	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
726	Lead Groundsworker	3	3	**Male**	3	0	0	2	1	0	0	0
				Female	0	0	0	0	0	0	0	0
3318	Administrator I	1	1	**Male**	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

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Workforce Analysis

Organizational Unit: Physical Plant Operations

		Total			Total							
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
1762	Accountant I	1	1	**Male**	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
6251	Facilities Worker II	3	3	**Male**	3	0	0	3	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6476	Carpenter	4	2	**Male**	4	2	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6526	Painter	2	1	**Male**	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6940	Facilities Maintenance Mech	3	3	**Male**	3	0	0	3	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6702	Building Service Engineer	2	2	**Male**	2	0	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6699	Air Cond/Refrig Mechanic	5	5	**Male**	5	0	0	3	2	0	0	0
				Female	0	0	0	0	0	0	0	0
6548	Lead Plumber	1	1	**Male**	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6533	Electrician	2	2	**Male**	2	0	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6525	Lead Painter	1	1	**Male**	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6524	Sprvsng Painter	1	1	**Male**	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6265	Facilities Project Supv	3	1	**Male**	3	2	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6474	Sprvsng Carpenter	1	1	**Male**	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0

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Organizational Unit: Physical Plant Operations

		Total		Total								
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
6534	Sprvsng Electrician	1	1	**Male**	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6547	Sprvsng Plumber	1	1	**Male**	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6532	Lead Electrician	1	1	**Male**	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6700	Sprvsng Building Svc Engnr	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3312	Administrator II	4	3	**Male**	3	1	1	1	0	0	0	0
				Female	1	0	0	0	1	0	0	0
3306	Administrator III	3	0	**Male**	2	2	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**133**	**118**	**Male #**	**93**	**14**	**16**	**57**	**6**	**0**	**0**	**0**
	Grand Total %		**88.7**	**Male %**	**69.9**	**10.5**	**12.0**	**42.9**	**4.5**	**0.0**	**0.0**	**0.0**
				Female #	**40**	**1**	**1**	**36**	**1**	**1**	**0**	**0**
				Female%	**30.1**	**0.8**	**0.8**	**27.1**	**0.8**	**0.8**	**0.0**	**0.0**

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Workforce Analysis

Organizational Unit: Physics and Astronomy

		Total		Total								
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
2355	Graduate Assistant	11	9	**Male**	8	2	0	5	0	0	0	1
				Female	3	0	0	0	1	0	0	2
2354 - Physics and Astronomy	Teaching Associate AY	6	4	**Male**	4	2	0	2	0	0	0	0
				Female	2	0	0	1	1	0	0	0
1035	Admin Support Coord 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
2358 - Physics and Astronomy	Lecturer AY	22	9	**Male**	18	10	0	2	4	0	0	2
				Female	4	3	0	0	1	0	0	0
1619	Instructional Support Tech III	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2360 - Physics and Astronomy	Instr Fac AY	7	3	**Male**	6	3	0	2	1	0	0	0
				Female	1	1	0	0	0	0	0	0
2481 - Physics and Astronomy	Dept Chair 12 Mo	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**49**	**27**	**Male #**	**37**	**18**	**0**	**11**	**5**	**0**	**0**	**3**
	Grand Total %		**55.1**	**Male %**	**75.5**	**36.7**	**0.0**	**22.4**	**10.2**	**0.0**	**0.0**	**6.1**
				Female #	**12**	**4**	**0**	**2**	**4**	**0**	**0**	**2**
				Female%	**24.5**	**8.2**	**0.0**	**4.1**	**8.2**	**0.0**	**0.0**	**4.1**

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Workforce Analysis

Organizational Unit: Political Science

		Total		Total								
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
2355	Graduate Assistant	3	2	**Male**	2	0	0	1	1	0	0	0
				Female	1	1	0	0	0	0	0	0
1032	Admin Support Assistant 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1
1035	Admin Support Coord 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2358 - Political Science	Lecturer AY	13	6	**Male**	10	5	0	2	1	0	0	2
				Female	3	2	0	0	1	0	0	0
2360 - Political Science	Instr Fac AY	9	6	**Male**	5	2	0	0	3	0	0	0
				Female	4	1	1	1	1	0	0	0
2481 - Political Science	Dept Chair 12 Mo	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**28**	**16**	**Male #**	**18**	**8**	**0**	**3**	**5**	**0**	**0**	**2**
	Grand Total %		**57.1**	**Male %**	**64.3**	**28.6**	**0.0**	**10.7**	**17.9**	**0.0**	**0.0**	**7.1**
				Female #	**10**	**4**	**1**	**2**	**2**	**0**	**0**	**1**
				Female%	**35.7**	**14.3**	**3.6**	**7.1**	**7.1**	**0.0**	**0.0**	**3.6**

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Workforce Analysis

Organizational Unit: Psychology

		Total			Total							
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
2355	Graduate Assistant	8	6	**Male**	2	0	0	1	1	0	0	0
				Female	6	2	0	2	1	0	0	1
1032	Admin Support Assistant 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1035	Admin Support Coord 12 Mo	2	2	**Male**	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
2358 - Psychology	Lecturer AY	24	11	**Male**	8	5	0	2	0	0	0	1
				Female	16	8	1	4	3	0	0	0
2360 - Psychology	Instr Fac AY	17	7	**Male**	9	6	2	0	1	0	0	0
				Female	8	4	0	0	4	0	0	0
2481 - Psychology	Dept Chair 12 Mo	1	1	**Male**	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**53**	**28**	**Male #**	**20**	**11**	**2**	**3**	**3**	**0**	**0**	**1**
	Grand Total %		**52.8**	**Male %**	**37.7**	**20.8**	**3.8**	**5.7**	**5.7**	**0.0**	**0.0**	**1.9**
				Female #	**33**	**14**	**1**	**9**	**8**	**0**	**0**	**1**
				Female%	**62.3**	**26.4**	**1.9**	**17.0**	**15.1**	**0.0**	**0.0**	**1.9**

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Workforce Analysis

Organizational Unit: Public Health

		Total		Total								
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
1035	Admin Support Coord 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2358 - Public Health	Lecturer AY	18	11	**Male**	6	3	2	0	1	0	0	0
				Female	12	4	0	5	3	0	0	0
2360 - Public Health	Instr Fac AY	7	4	**Male**	0	0	0	0	0	0	0	0
				Female	7	3	1	0	3	0	0	0
2481 - Public Health	Dept Chair 12 Mo	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**27**	**16**	**Male #**	**7**	**4**	**2**	**0**	**1**	**0**	**0**	**0**
	Grand Total %		**59.3**	**Male %**	**25.9**	**14.8**	**7.4**	**0.0**	**3.7**	**0.0**	**0.0**	**0.0**
				Female #	**20**	**7**	**1**	**6**	**6**	**0**	**0**	**0**
				Female%	**74.1**	**25.9**	**3.7**	**22.2**	**22.2**	**0.0**	**0.0**	**0.0**

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Workforce Analysis

Organizational Unit: Public Service

		Total			Total							
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
1032	Admin Support Assistant 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1035	Admin Support Coord 12 Mo	5	3	**Male**	0	0	0	0	0	0	0	0
				Female	5	2	0	2	1	0	0	0
3079	SSP I	2	2	**Male**	1	0	0	1	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	2	2	**Male**	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
3082	SSP II	4	4	**Male**	2	0	0	0	2	0	0	0
				Female	2	0	0	1	1	0	0	0
3084	SSP III	3	2	**Male**	1	0	0	1	0	0	0	0
				Female	2	1	0	0	1	0	0	0
800	Pub Affairs/Comm Spec 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
5181	Extended Ed Specialist I	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
5182	Extended Ed Specialist II	5	3	**Male**	1	1	0	0	0	0	0	0
				Female	4	1	1	0	2	0	0	0
820	Graphic Designer 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1351 - Extended Education	Term ELP Instructor	8	4	**Male**	5	3	0	1	1	0	0	0
				Female	3	1	0	1	1	0	0	0
3312	Administrator II	4	3	**Male**	1	0	0	1	0	0	0	0
				Female	3	1	0	1	1	0	0	0
3306	Administrator III	1	1	**Male**	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0

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Workforce Analysis

Organizational Unit: Public Service

Job Code	JobTitle	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
	Grand Total #	38	28	Male #	12	4	0	4	4	0	0	0
	Grand Total %		73.7	Male %	31.6	10.5	0.0	10.5	10.5	0.0	0.0	0.0
				Female #	26	6	1	11	8	0	0	0
				Female%	68.4	15.8	2.6	28.9	21.1	0.0	0.0	0.0

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Workforce Analysis

Organizational Unit: Resource Planning and Mgmt

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1038	Admin Analyst/Spclst 12 Mo	4	3	**Male**	1	0	0	0	1	0	0	0
				Female	3	1	1	1	0	0	0	0
420	Info Tech Consultant 12 Mo	1	1	**Male**	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
3306	Administrator III	2	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**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**8**	**4**	**Male #**	**3**	**1**	**0**	**0**	**2**	**0**	**0**	**0**
	Grand Total %		**50.0**	**Male %**	**37.5**	**12.5**	**0.0**	**0.0**	**25.0**	**0.0**	**0.0**	**0.0**
				Female #	**5**	**3**	**1**	**1**	**0**	**0**	**0**	**0**
				Female%	**62.5**	**37.5**	**12.5**	**12.5**	**0.0**	**0.0**	**0.0**	**0.0**

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Workforce Analysis

Organizational Unit: Social & Cultural Development

		Total		Total								
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
1032	Admin Support Assistant 12 Mo	1	1	**Male**	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
1035	Admin Support Coord 12 Mo	2	2	**Male**	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
3079	SSP I	2	2	**Male**	0	0	0	0	0	0	0	0
				Female	2	0	0	1	1	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
3306	Administrator III	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
	Grand Total #	**7**	**7**	**Male #**	**1**	**0**	**0**	**0**	**1**	**0**	**0**	**0**
	Grand Total %		**100.0**	**Male %**	**14.3**	**0.0**	**0.0**	**0.0**	**14.3**	**0.0**	**0.0**	**0.0**
				Female #	**6**	**0**	**0**	**4**	**2**	**0**	**0**	**0**
				Female%	**85.7**	**0.0**	**0.0**	**57.1**	**28.6**	**0.0**	**0.0**	**0.0**

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Workforce Analysis

Organizational Unit: Social Work

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1032	Admin Support Assistant 12 Mo	2	2	**Male**	0	0	0	0	0	0	0	0
				Female	2	0	0	2	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
3082	SSP II	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2358 - Social Work	Lecturer AY	47	35	**Male**	12	4	1	4	3	0	0	0
				Female	35	8	8	12	7	0	0	0
2360 - Social Work	Instr Fac AY	9	8	**Male**	1	0	0	1	0	0	0	0
				Female	8	1	1	1	5	0	0	0
2403 - Social Work	FT Faculty Unit-Addtl Emplymt	1	1	**Male**	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
2481 - Social Work	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 #	**62**	**48**	**Male #**	**14**	**4**	**1**	**5**	**4**	**0**	**0**	**0**
	Grand Total %		**77.4**	**Male %**	**22.6**	**6.5**	**1.6**	**8.1**	**6.5**	**0.0**	**0.0**	**0.0**
				Female #	**48**	**10**	**9**	**17**	**12**	**0**	**0**	**0**
				Female%	**77.4**	**16.1**	**14.5**	**27.4**	**19.4**	**0.0**	**0.0**	**0.0**

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Workforce Analysis

Organizational Unit: Sociology

		Total		Total								
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
2355	Graduate Assistant	5	5	**Male**	3	0	0	2	1	0	0	0
				Female	2	0	0	2	0	0	0	0
1032	Admin Support Assistant 12 Mo	1	1	**Male**	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1035	Admin Support Coord 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2358 - Sociology	Lecturer AY	27	13	**Male**	17	8	2	7	0	0	0	0
				Female	10	6	0	2	2	0	0	0
2360 - Sociology	Instr Fac AY	16	9	**Male**	7	3	0	2	2	0	0	0
				Female	9	4	0	3	2	0	0	0
2481 - Sociology	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 #	**51**	**29**	**Male #**	**28**	**11**	**2**	**12**	**3**	**0**	**0**	**0**
	Grand Total %		**56.9**	**Male %**	**54.9**	**21.6**	**3.9**	**23.5**	**5.9**	**0.0**	**0.0**	**0.0**
				Female #	**23**	**11**	**0**	**8**	**4**	**0**	**0**	**0**
				Female%	**45.1**	**21.6**	**0.0**	**15.7**	**7.8**	**0.0**	**0.0**	**0.0**

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Workforce Analysis

Organizational Unit: Special Education

		Total		Total								
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
2355	Graduate Assistant	5	3	**Male**	2	1	0	1	0	0	0	0
				Female	3	1	0	1	1	0	0	0
1032	Admin Support Assistant 12 Mo	2	2	**Male**	1	0	0	1	0	0	0	0
				Female	1	0	0	0	1	0	0	0
1035	Admin Support Coord 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
2358 - Special Education & Counseling	Lecturer AY	68	41	**Male**	18	5	1	8	4	0	0	0
				Female	50	22	3	17	8	0	0	0
2360 - Special Education & Counseling	Instr Fac AY	24	9	**Male**	5	3	0	1	1	0	0	0
				Female	19	12	0	2	5	0	0	0
2481 - Special Education & Counseling	Dept Chair 12 Mo	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**101**	**56**	**Male #**	**27**	**10**	**1**	**11**	**5**	**0**	**0**	**0**
	Grand Total %		**55.4**	**Male %**	**26.7**	**9.9**	**1.0**	**10.9**	**5.0**	**0.0**	**0.0**	**0.0**
				Female #	**74**	**35**	**3**	**20**	**16**	**0**	**0**	**0**
				Female%	**73.3**	**34.7**	**3.0**	**19.8**	**15.8**	**0.0**	**0.0**	**0.0**

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Workforce Analysis

Organizational Unit: Special Project

		Total		Total								
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
3312	Administrator II	2	1	**Male**	2	1	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0
4555	Accountant II	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
	Grand Total #	**3**	**2**	**Male #**	**2**	**1**	**0**	**0**	**0**	**0**	**0**	**1**
	Grand Total %		**66.7**	**Male %**	**66.7**	**33.3**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**33.3**
				Female #	**1**	**0**	**0**	**0**	**1**	**0**	**0**	**0**
				Female%	**33.3**	**0.0**	**0.0**	**0.0**	**33.3**	**0.0**	**0.0**	**0.0**

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Workforce Analysis

Organizational Unit: Student Services

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
3318	Administrator I	1	1	**Male**	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**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: Student Support

		Total			Total							
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
1032	Admin Support Assistant 12 Mo	9	8	**Male**	3	0	1	2	0	0	0	0
				Female	6	1	1	4	0	0	0	0
8148	Medical Assistant	3	3	**Male**	0	0	0	0	0	0	0	0
				Female	3	0	1	1	1	0	0	0
1035	Admin Support Coord 12 Mo	5	5	**Male**	1	0	0	1	0	0	0	0
				Female	4	0	1	2	1	0	0	0
9687	Head Resident II	3	3	**Male**	3	0	1	1	0	0	0	1
				Female	0	0	0	0	0	0	0	0
3079	SSP I	2	2	**Male**	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
7922	Phlebotomist/Clinical Lab Asst	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
8145	Health Education Assistant	2	1	**Male**	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
8134	Licensed Vocational Nurse I	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1740	Accounting Technician III	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
6250	Facilities Worker I	1	1	**Male**	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3082	SSP II	1	1	**Male**	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3084	SSP III	3	3	**Male**	0	0	0	0	0	0	0	0
				Female	3	0	1	2	0	0	0	0
800	Pub Affairs/Comm Spec 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0

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Workforce Analysis

Organizational Unit: Student Support

		Total			Total							
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
3071	SSP Academic Related I AY	4	2	**Male**	0	0	0	0	0	0	0	0
				Female	4	2	0	2	0	0	0	0
420	Info Tech Consultant 12 Mo	2	2	**Male**	2	0	1	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8147	Health Educator	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
6940	Facilities Maintenance Mech	5	4	**Male**	5	1	0	4	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	2	2	**Male**	0	0	0	0	0	0	0	0
				Female	2	0	0	1	1	0	0	0
7996	Radiologic Technologist II	1	1	**Male**	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
8154	Registered Nurse II	2	2	**Male**	0	0	0	0	0	0	0	0
				Female	2	0	0	1	1	0	0	0
3070	SSP Academic Related I 12 Mo	4	3	**Male**	1	1	0	0	0	0	0	0
				Female	3	0	0	2	0	0	0	1
3318	Administrator I	2	2	**Male**	2	0	1	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3312	Administrator II	6	3	**Male**	2	1	0	1	0	0	0	0
				Female	4	2	2	0	0	0	0	0
8157	Registered Nurse III	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
8161	Physician Assistant	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8166	Nurse Practitioner	2	2	**Male**	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0

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Workforce Analysis

Organizational Unit: Student Support

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
7992	Pharmacist I	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
7993	Pharmacist II	1	1	**Male**	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
7737	Physician	2	2	**Male**	2	0	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	0
3300	Administrator IV	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**71**	**60**	**Male #**	**25**	**3**	**5**	**12**	**4**	**0**	**0**	**1**
	Grand Total %		**84.5**	**Male %**	**35.2**	**4.2**	**7.0**	**16.9**	**5.6**	**0.0**	**0.0**	**1.4**
				Female #	**46**	**8**	**6**	**22**	**9**	**0**	**0**	**1**
				Female%	**64.8**	**11.3**	**8.5**	**31.0**	**12.7**	**0.0**	**0.0**	**1.4**

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Workforce Analysis

Organizational Unit: Supplementary Educ Services

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1032	Admin Support Assistant 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1035	Admin Support Coord 12 Mo	2	2	**Male**	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
3079	SSP I	1	1	**Male**	1	0	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3084	SSP III	8	8	**Male**	3	0	0	2	1	0	0	0
				Female	5	0	3	1	0	0	0	1
5680	Research Technician III	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3318	Administrator I	2	2	**Male**	1	0	1	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	1	0	0	0	0	0
	Grand Total #	**17**	**17**	**Male #**	**5**	**0**	**1**	**2**	**1**	**0**	**0**	**1**
	Grand Total %		**100.0**	**Male %**	**29.4**	**0.0**	**5.9**	**11.8**	**5.9**	**0.0**	**0.0**	**5.9**
				Female #	**12**	**0**	**4**	**7**	**0**	**0**	**0**	**1**
				Female%	**70.6**	**0.0**	**23.5**	**41.2**	**0.0**	**0.0**	**0.0**	**5.9**

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Workforce Analysis

Organizational Unit: Telecommunications and Film

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2355	Graduate Assistant	2	2	**Male**	1	0	0	1	0	0	0	0
				Female	1	0	1	0	0	0	0	0
2354 - TVFM	Teaching Associate AY	5	2	**Male**	5	3	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1035	Admin Support Coord 12 Mo	1	1	**Male**	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2358 - TVFM	Lecturer AY	20	11	**Male**	15	8	0	5	2	0	0	0
				Female	5	1	3	0	0	0	0	1
1617	Instructional Support Tech II	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	1	0	0
2360 - TVFM	Instr Fac AY	13	5	**Male**	5	3	1	1	0	0	0	0
				Female	8	5	1	1	1	0	0	0
850	Broadcast Engineer 12 Mo	1	1	**Male**	1	0	0	0	0	1	0	0
				Female	0	0	0	0	0	0	0	0
2481 - TVFM	Dept Chair 12 Mo	1	1	**Male**	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**44**	**24**	**Male #**	**29**	**14**	**1**	**11**	**2**	**1**	**0**	**0**
	Grand Total %		**54.5**	**Male %**	**65.9**	**31.8**	**2.3**	**25.0**	**4.5**	**2.3**	**0.0**	**0.0**
				Female #	**15**	**6**	**5**	**1**	**1**	**1**	**0**	**1**
				Female%	**34.1**	**13.6**	**11.4**	**2.3**	**2.3**	**2.3**	**0.0**	**2.3**

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Workforce Analysis

Organizational Unit: Theatre Arts

		Total		Total								
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
2355	Graduate Assistant	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
2354 - Theatre Arts and Dance	Teaching Associate AY	2	1	**Male**	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
1035	Admin Support Coord 12 Mo	2	2	**Male**	0	0	0	0	0	0	0	0
				Female	2	0	1	1	0	0	0	0
2358 - Theatre Arts and Dance	Lecturer AY	16	7	**Male**	7	4	1	2	0	0	0	0
				Female	9	5	1	2	1	0	0	0
3318	Administrator I	2	1	**Male**	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2360 - Theatre Arts and Dance	Instr Fac AY	6	2	**Male**	4	3	0	1	0	0	0	0
				Female	2	1	0	0	1	0	0	0
2481 - Theatre Arts and Dance	Dept Chair 12 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3300	Administrator IV	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**31**	**14**	**Male #**	**13**	**8**	**1**	**4**	**0**	**0**	**0**	**0**
	Grand Total %		**45.2**	**Male %**	**41.9**	**25.8**	**3.2**	**12.9**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**18**	**9**	**3**	**4**	**2**	**0**	**0**	**0**
				Female%	**58.1**	**29.0**	**9.7**	**12.9**	**6.5**	**0.0**	**0.0**	**0.0**

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Workforce Analysis

Organizational Unit: Upward Bound

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

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Workforce Analysis Summary

	Total				Male							Female						
Organizational Unit	**EMP**	**M**	**F**	**MIN**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
Academic Support	13	6	7	12	0	0	5	1	0	0	0	1	0	5	1	0	0	0
Accounting	27	14	13	14	7	1	1	5	0	0	0	6	1	1	4	0	0	1
Admissions & Records	68	18	50	54	4	2	8	4	0	0	0	10	5	24	10	0	0	1
Afro-American Studies	21	9	12	20	0	9	0	0	0	0	0	1	9	0	1	0	0	1
All College	143	49	94	98	21	8	16	3	0	0	1	24	8	46	14	0	0	2
All School	180	69	111	134	20	4	26	17	0	0	2	26	7	55	23	0	0	0
Anthropology	30	6	24	17	1	0	3	0	0	0	2	12	0	9	2	0	0	1
Art	50	22	28	20	13	1	6	1	0	1	0	17	0	6	5	0	0	0
Athletics	33	23	10	14	13	5	4	0	0	0	1	6	2	0	0	1	0	1
Automotive	2	2	0	2	0	1	0	1	0	0	0	0	0	0	0	0	0	0
Biology	65	28	37	40	12	1	9	6	0	0	0	13	0	13	11	0	0	0
Chemistry	72	50	22	51	16	4	17	13	0	0	0	5	2	8	6	0	0	1
Civil Engineering	29	25	4	19	9	1	3	12	0	0	0	1	0	1	2	0	0	0
Communication Disorders	34	11	23	16	7	1	1	2	0	0	0	11	0	8	2	0	0	2
Communications	59	20	39	39	9	2	4	4	1	0	0	11	2	18	7	0	0	1
Community Relations	12	6	6	11	0	0	4	2	0	0	0	1	1	1	3	0	0	0
Computer Science	32	24	8	19	10	0	3	11	0	0	0	3	0	0	5	0	0	0
Copy Print Program	2	2	0	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0
Counseling & Career Guidance	7	2	5	4	1	1	0	0	0	0	0	2	0	3	0	0	0	0
Criminology	34	20	14	15	10	2	5	3	0	0	0	9	0	3	1	0	0	1
Curriculum and Instruction	44	12	32	27	5	2	3	2	0	0	0	12	3	9	6	1	0	1

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Workforce Analysis Summary

	Total				Male							Female						
Organizational Unit	**EMP**	**M**	**F**	**MIN**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
Desktop Services	4	4	0	3	1	0	0	3	0	0	0	0	0	0	0	0	0	0
DS-SSF-Dean of Students	1	0	1	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0
Economics and Statistics	27	17	10	20	5	2	3	7	0	0	0	2	0	1	7	0	0	0
Ed Fnd and Inter Studies	54	21	33	36	8	2	9	2	0	0	0	10	0	9	14	0	0	0
Electrical and Computer Engineering	27	19	8	12	11	0	2	5	0	0	1	4	0	0	4	0	0	0
Engineering Technology	19	15	4	12	5	1	5	4	0	0	0	2	0	1	1	0	0	0
English	79	32	47	37	13	0	9	8	0	0	2	29	3	9	5	0	0	1
Executive	62	25	37	45	9	1	4	10	0	0	1	8	2	18	8	0	0	1
Finance and Law	24	17	7	16	6	1	0	10	0	0	0	2	0	0	5	0	0	0
Financial Aids	22	4	18	21	0	0	2	2	0	0	0	1	1	11	5	0	0	0
Fire Life Safety	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Fiscal Operations	91	24	67	78	4	5	4	11	0	0	0	9	5	24	29	0	0	0
Foreign Language and Literature	28	9	19	23	1	0	4	4	0	0	0	4	0	4	10	0	0	1
General Admin Services	4	0	4	2	0	0	0	0	0	0	0	2	1	1	0	0	0	0
Geology	27	14	13	13	9	0	3	2	0	0	0	5	2	3	3	0	0	0
History	38	20	18	21	8	1	8	2	0	0	1	9	1	4	3	0	0	1
Home Economics	64	8	56	47	1	1	5	1	0	0	0	16	2	30	4	2	0	2
Human Services	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
Kinesiology and Health Promotion	110	47	63	68	15	2	11	16	1	0	2	27	3	14	17	1	0	1
Latin-American Studies	8	4	4	6	1	0	3	0	0	0	0	1	0	3	0	0	0	0
Liberal Studies	21	7	14	11	6	0	1	0	0	0	0	4	0	6	3	1	0	0

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Workforce Analysis Summary

	Total				Male							Female						
Organizational Unit	**EMP**	**M**	**F**	**MIN**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
Librarianship	37	12	25	28	5	0	4	3	0	0	0	4	2	9	10	0	0	0
Logistical Services	130	81	49	111	16	8	35	19	1	0	2	3	6	27	13	0	0	0
Management	74	41	33	42	18	4	7	11	0	0	1	14	2	7	8	1	0	1
Marketing	18	10	8	15	0	4	0	6	0	0	0	3	1	1	2	0	0	1
Mathematics	85	47	38	58	12	2	15	18	0	0	0	15	0	4	18	0	0	1
Mechanical Eng	30	26	4	14	15	0	4	7	0	0	0	1	0	2	1	0	0	0
Mexican-American Studies	25	10	15	24	0	0	10	0	0	0	0	1	0	13	0	1	0	0
Music	46	29	17	21	15	2	9	2	1	0	0	10	1	2	3	0	0	1
Nursing	70	13	57	38	5	1	2	5	0	0	0	27	5	13	10	1	0	1
Office Administration and Business Education	29	18	11	20	6	2	4	6	0	0	0	3	0	1	7	0	0	0
PaGE Fiscal Operations	4	2	2	4	0	0	1	1	0	0	0	0	0	0	2	0	0	0
Philosophy	20	15	5	9	9	0	2	4	0	0	0	2	0	1	1	0	0	1
Physical Plant Operations	133	93	40	118	14	16	57	6	0	0	0	1	1	36	1	1	0	0
Physics and Astronomy	49	37	12	27	18	0	11	5	0	0	3	4	0	2	4	0	0	2
Political Science	28	18	10	16	8	0	3	5	0	0	2	4	1	2	2	0	0	1
Psychology	53	20	33	28	11	2	3	3	0	0	1	14	1	9	8	0	0	1
Public Health	27	7	20	16	4	2	0	1	0	0	0	7	1	6	6	0	0	0
Public Service	38	12	26	28	4	0	4	4	0	0	0	6	1	11	8	0	0	0
Resource Planning and Mgmt	8	3	5	4	1	0	0	2	0	0	0	3	1	1	0	0	0	0
Social & Cultural Development	7	1	6	7	0	0	0	1	0	0	0	0	0	4	2	0	0	0
Social Work	62	14	48	48	4	1	5	4	0	0	0	10	9	17	12	0	0	0

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Workforce Analysis Summary

	Total				Male							Female						
Organizational Unit	**EMP**	**M**	**F**	**MIN**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
Sociology	51	28	23	29	11	2	12	3	0	0	0	11	0	8	4	0	0	0
Special Education	101	27	74	56	10	1	11	5	0	0	0	35	3	20	16	0	0	0
Special Project	3	2	1	2	1	0	0	0	0	0	1	0	0	0	1	0	0	0
Student Services	1	1	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Student Support	71	25	46	60	3	5	12	4	0	0	1	8	6	22	9	0	0	1
Supplementary Educ Services	17	5	12	17	0	1	2	1	0	0	1	0	4	7	0	0	0	1
Telecommunications and Film	44	29	15	24	14	1	11	2	1	0	0	6	5	1	1	1	0	1
Theatre Arts	31	13	18	14	8	1	4	0	0	0	0	9	3	4	2	0	0	0
Upward Bound	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
Total (#)	**2,962**	**1,345**	**1,617**	**1,980**	**475**	**116**	**420**	**303**	**5**	**1**	**25**	**507**	**114**	**580**	**372**	**11**	**0**	**33**
Total (%)		**45.4**	**54.6**	**66.8**	**16.0**	**3.9**	**14.2**	**10.2**	**0.2**	**0.0**	**0.8**	**17.1**	**3.8**	**19.6**	**12.6**	**0.4**	**0.0**	**1.1**

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Job Group Analysis

Job Group: 1 - Business and Financial Operations Occupations

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
2	1762	Accountant I	3	1	2	0	3
2	4555	Accountant II	5	0	5	1	4
2	1730	Accounting Technician I	5	1	4	0	5
2	1741	Accounting Technician II	15	1	14	3	12
2	1740	Accounting Technician III	12	1	11	1	11
2	5287	Budget Analyst	1	0	1	0	1
2	1759	Collections Rep II	3	0	3	0	3
2	2351	Research Fellow	1	0	1	0	1
2	5284	Sr Budget Analyst	4	1	3	0	4
		Total (#)	**49**	**5**	**44**	**5**	**44**
		Total (%)		**10.2**	**89.8**	**10.2**	**89.8**

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

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Job Group Analysis

Job Group: 10 - Student and Academic Affairs and Other Education Services Occupations

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
8	2866	Accompanist II	1	0	1	0	1
8	5783	Assoc, Acad & Instit Studies 2	1	1	0	0	1
8	5787	Assoc, Acad & Instit Studies 3	1	1	0	0	1
8	1514	Athletic Equipment Attendant I	1	1	0	0	1
8	2630	Credential Analyst II	2	0	2	0	2
8	7000	Equip Maintenance Assistant	3	3	0	1	2
8	7004	Equip Tech I, Spclized Equip	1	1	0	0	1
8	7012	Equip Tech II, Electro-Mechnl	1	1	0	0	1
8	7013	Equip Tech II, Electronic	3	3	0	1	2
8	7023	Equip Tech III, Electronic	4	3	1	2	2
8	7021	Equip Tech III, Mechanical	1	1	0	1	0
8	7024	Equip Tech III, Spclized Equip	1	1	0	0	1
8	2632	Evaluator I	12	3	9	2	10
8	2633	Evaluator II	6	2	4	1	5
8	2634	Evaluator Trainee	2	0	2	0	2
8	5181	Extended Ed Specialist I	1	0	1	0	1
8	5182	Extended Ed Specialist II	5	1	4	2	3
8	8145	Health Education Assistant	2	0	2	1	1
8	1577	Instructional Support Asst I	1	0	1	0	1
8	1615	Instructional Support Tech I	2	2	0	2	0
8	1617	Instructional Support Tech II	9	4	5	1	8
8	1619	Instructional Support Tech III	7	2	5	2	5
8	2886	Library Services Spec I	1	0	1	0	1
8	2887	Library Services Spec II	5	2	3	0	5
8	2888	Library Services Spec III	5	1	4	2	3

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

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Job Group Analysis

Job Group: 10 - Student and Academic Affairs and Other Education Services Occupations

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
8	2889	Library Services Spec IV	2	1	1	1	1
8	3070	SSP Academic Related I 12 Mo	4	1	3	1	3
8	3071	SSP Academic Related I AY	4	0	4	2	2
8	3079	SSP I	10	2	8	0	10
8	3082	SSP II	69	21	48	7	62
8	3084	SSP III	34	9	25	4	30
8	2635	Stdnt Pers Tech,Financial Aids	3	0	3	0	3
		Total (#)	**204**	**67**	**137**	**33**	**171**
		Total (%)		**32.8**	**67.2**	**16.2**	**83.8**

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

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Snapshot Date: 11/01/2018

Job Group Analysis

Job Group: 11 - Production, Transportation, and Material Moving Occupations

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
14	6363	Light Auto Equipment Operator	3	3	0	1	2
		Total (#)	**3**	**3**	**0**	**1**	**2**
		Total (%)		**100.0**	**0.0**	**33.3**	**66.7**

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

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Job Group Analysis

Job Group: 12 - Postsecondary Teachers

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
5	8180 - Athletics Department	Athletic Trainer I 12 Mo	1	1	0	0	1
5	8185 - Athletics Department	Athletic Trainer II 12 Mo	1	0	1	1	0
5	2376 - Athletics Department	Coach 12 Mo	1	1	0	1	0
5	2384 - Athletics Department	Coaching Assistant AY	10	9	1	7	3
5	2379 - Athletics Department	Coaching Specialist 12 Mo	3	1	2	0	3
5	2481 - AASE	Dept Chair 12 Mo	1	0	1	1	0
5	2481 - Accounting Department	Dept Chair 12 Mo	1	0	1	1	0
5	2481 - American Humanics	Dept Chair 12 Mo	1	0	1	0	1
5	2481 - Anthropology	Dept Chair 12 Mo	1	1	0	0	1
5	2481 - Art	Dept Chair 12 Mo	1	0	1	1	0
5	2481 - Asian American Studies	Dept Chair 12 Mo	1	1	0	1	0
5	2481 - Biology and Microbiology	Dept Chair 12 Mo	1	1	0	1	0
5	2481 - Chemistry & Biochemistry	Dept Chair 12 Mo	1	0	1	1	0
5	2481 - Chicano Studies	Dept Chair 12 Mo	1	0	1	0	1
5	2481 - Child & Family Studies	Dept Chair 12 Mo	1	0	1	0	1
5	2481 - Civil Engineering	Dept Chair 12 Mo	1	1	0	1	0
5	2481 - Communication Disorders	Dept Chair 12 Mo	1	0	1	1	0
5	2481 - Communication Studies	Dept Chair 12 Mo	1	1	0	1	0
5	2481 - Computer Science	Dept Chair 12 Mo	1	1	0	0	1
5	2481 - Criminal Justice	Dept Chair 12 Mo	1	0	1	1	0
5	2481 - Economics & Statistics	Dept Chair 12 Mo	1	1	0	0	1
5	2481 - Electrical & Computer Engr	Dept Chair 12 Mo	1	1	0	1	0
5	2481 - English	Dept Chair 12 Mo	1	0	1	0	1
5	2481 - Finance and Law	Dept Chair 12 Mo	1	0	1	0	1
5	2481 - Geological Sciences	Dept Chair 12 Mo	1	1	0	1	0

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

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Job Group Analysis

Job Group: 12 - Postsecondary Teachers

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
5	2481 - Information Systems	Dept Chair 12 Mo	1	1	0	1	0
5	2481 - Kinesiology & Nutritnl Science	Dept Chair 12 Mo	1	1	0	0	1
5	2481 - Latin American Studies	Dept Chair 12 Mo	1	0	1	1	0
5	2481 - Liberal Studies	Dept Chair 12 Mo	1	1	0	1	0
5	2481 - Management	Dept Chair 12 Mo	1	1	0	0	1
5	2481 - Mathematics	Dept Chair 12 Mo	1	1	0	1	0
5	2481 - Mechanical Engineer	Dept Chair 12 Mo	1	0	1	1	0
5	2481 - Modern Languages & Literatre	Dept Chair 12 Mo	1	0	1	0	1
5	2481 - Music	Dept Chair 12 Mo	1	0	1	1	0
5	2481 - Nursing	Dept Chair 12 Mo	1	0	1	0	1
5	2481 - Pan African Studies	Dept Chair 12 Mo	1	0	1	0	1
5	2481 - Philosophy	Dept Chair 12 Mo	1	1	0	1	0
5	2481 - Physics and Astronomy	Dept Chair 12 Mo	1	1	0	1	0
5	2481 - Political Science	Dept Chair 12 Mo	1	1	0	1	0
5	2481 - Psychology	Dept Chair 12 Mo	1	1	0	0	1
5	2481 - Public Health	Dept Chair 12 Mo	1	1	0	1	0
5	2481 - Social Work	Dept Chair 12 Mo	1	0	1	1	0
5	2481 - Sociology	Dept Chair 12 Mo	1	0	1	1	0
5	2481 - Special Education & Counseling	Dept Chair 12 Mo	1	1	0	1	0
5	2481 - Theatre Arts and Dance	Dept Chair 12 Mo	1	0	1	1	0
5	2481 - TVFM	Dept Chair 12 Mo	1	1	0	0	1
5	2403 - Social Work	FT Faculty Unit-Addtl Emplymt	1	1	0	0	1
5	2373 - Athletics Department	Head Coach 12 Mo	7	4	3	5	2
5	2458 - Vice President Academic Affrs	If Summer Session State Supprt	33	8	25	15	18
5	2361 - Art	Instr Fac 12 Mo	1	0	1	0	1

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

California State University, Los Angeles

Snapshot Date: 11/01/2018

Job Group Analysis

Job Group: 12 - Postsecondary Teachers

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
5	2360 - AASE	Instr Fac AY	15	6	9	4	11
5	2360 - Accounting Department	Instr Fac AY	15	7	8	5	10
5	2360 - Anthropology	Instr Fac AY	7	1	6	5	2
5	2360 - Art	Instr Fac AY	13	10	3	8	5
5	2360 - Arts & Letters--Dean	Instr Fac AY	14	10	4	7	7
5	2360 - Asian American Studies	Instr Fac AY	13	5	8	6	7
5	2360 - Biology and Microbiology	Instr Fac AY	18	7	11	11	7
5	2360 - Chemistry & Biochemistry	Instr Fac AY	14	8	6	3	11
5	2360 - Chicano Studies	Instr Fac AY	3	1	2	0	3
5	2360 - Child & Family Studies	Instr Fac AY	8	1	7	4	4
5	2360 - Civil Engineering	Instr Fac AY	9	7	2	4	5
5	2360 - Communication Disorders	Instr Fac AY	8	4	4	5	3
5	2360 - Communication Studies	Instr Fac AY	10	4	6	3	7
5	2360 - Computer Science	Instr Fac AY	11	9	2	5	6
5	2360 - Criminal Justice	Instr Fac AY	10	4	6	7	3
5	2360 - Curriculum & Instruction	Instr Fac AY	15	5	10	8	7
5	2360 - Economics & Statistics	Instr Fac AY	11	6	5	1	10
5	2360 - Electrical & Computer Engr	Instr Fac AY	7	4	3	5	2
5	2360 - English	Instr Fac AY	16	8	8	10	6
5	2360 - Finance and Law	Instr Fac AY	12	7	5	3	9
5	2360 - Geological Sciences	Instr Fac AY	4	2	2	2	2
5	2360 - Information Systems	Instr Fac AY	12	8	4	3	9
5	2360 - Kinesiology & Nutritnl Science	Instr Fac AY	15	7	8	9	6
5	2360 - Latin American Studies	Instr Fac AY	1	1	0	0	1
5	2360 - Liberal Studies	Instr Fac AY	5	2	3	1	4

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

California State University, Los Angeles

Snapshot Date: 11/01/2018

Job Group Analysis

Job Group: 12 - Postsecondary Teachers

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
5	2360 - Management	Instr Fac AY	16	7	9	9	7
5	2360 - Marketing	Instr Fac AY	13	6	7	3	10
5	2360 - Mathematics	Instr Fac AY	10	6	4	5	5
5	2360 - Mechanical Engineer	Instr Fac AY	12	11	1	7	5
5	2360 - Modern Languages & Literatre	Instr Fac AY	11	5	6	2	9
5	2360 - Music	Instr Fac AY	9	6	3	7	2
5	2360 - Nursing	Instr Fac AY	11	3	8	6	5
5	2360 - Pan African Studies	Instr Fac AY	4	2	2	0	4
5	2360 - Philosophy	Instr Fac AY	6	5	1	2	4
5	2360 - Physics and Astronomy	Instr Fac AY	7	6	1	4	3
5	2360 - Political Science	Instr Fac AY	9	5	4	3	6
5	2360 - Psychology	Instr Fac AY	17	9	8	10	7
5	2360 - Public Health	Instr Fac AY	7	0	7	3	4
5	2360 - Social Work	Instr Fac AY	9	1	8	1	8
5	2360 - Sociology	Instr Fac AY	16	7	9	7	9
5	2360 - Special Education & Counseling	Instr Fac AY	24	5	19	15	9
5	2360 - Technology	Instr Fac AY	9	6	3	3	6
5	2360 - Theatre Arts and Dance	Instr Fac AY	6	4	2	4	2
5	2360 - TVFM	Instr Fac AY	13	5	8	8	5
5	2360 - Vice President Academic Affrs	Instr Fac AY	1	1	0	0	1
5	2359 - Vice President Academic Affrs	Lecturer 12 Mo	1	1	0	1	0
5	2358 - AASE	Lecturer AY	35	15	20	12	23
5	2358 - Accounting Department	Lecturer AY	9	7	2	6	3
5	2358 - Anthropology	Lecturer AY	8	1	7	7	1
5	2358 - Art	Lecturer AY	27	8	19	18	9

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

California State University, Los Angeles

Snapshot Date: 11/01/2018

Job Group Analysis

Job Group: 12 - Postsecondary Teachers

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
5	2358 - Arts & Letters--Dean	Lecturer AY	26	13	13	11	15
5	2358 - Asian American Studies	Lecturer AY	18	9	9	10	8
5	2358 - Biology and Microbiology	Lecturer AY	27	15	12	10	17
5	2358 - Chemistry & Biochemistry	Lecturer AY	30	21	9	14	16
5	2358 - Chicano Studies	Lecturer AY	20	9	11	1	19
5	2358 - Child & Family Studies	Lecturer AY	42	7	35	9	33
5	2358 - Civil Engineering	Lecturer AY	18	17	1	4	14
5	2358 - Communication Disorders	Lecturer AY	22	7	15	12	10
5	2358 - Communication Studies	Lecturer AY	28	12	16	11	17
5	2358 - Computer Science	Lecturer AY	9	8	1	5	4
5	2358 - Criminal Justice	Lecturer AY	18	15	3	10	8
5	2358 - Curriculum & Instruction	Lecturer AY	26	7	19	9	17
5	2358 - Economics & Statistics	Lecturer AY	11	8	3	6	5
5	2358 - Electrical & Computer Engr	Lecturer AY	14	12	2	8	6
5	2358 - English	Lecturer AY	45	18	27	26	19
5	2358 - Finance and Law	Lecturer AY	10	9	1	5	5
5	2358 - Geological Sciences	Lecturer AY	14	7	7	8	6
5	2358 - Information Systems	Lecturer AY	14	9	5	5	9
5	2358 - Kinesiology & Nutritnl Science	Lecturer AY	66	26	40	26	40
5	2358 - Latin American Studies	Lecturer AY	5	2	3	1	4
5	2358 - Liberal Studies	Lecturer AY	14	4	10	8	6
5	2358 - Management	Lecturer AY	53	31	22	23	30
5	2358 - Marketing	Lecturer AY	3	2	1	0	3
5	2358 - Mathematics	Lecturer AY	62	33	29	20	42
5	2358 - Mechanical Engineer	Lecturer AY	16	15	1	8	8

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

California State University, Los Angeles

Snapshot Date: 11/01/2018

Job Group Analysis

Job Group: 12 - Postsecondary Teachers

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
5	2358 - Modern Languages & Literatre	Lecturer AY	13	4	9	3	10
5	2358 - Music	Lecturer AY	27	18	9	16	11
5	2358 - Nursing	Lecturer AY	49	8	41	24	25
5	2358 - Pan African Studies	Lecturer AY	13	5	8	0	13
5	2358 - Philosophy	Lecturer AY	7	6	1	7	0
5	2358 - Physics and Astronomy	Lecturer AY	22	18	4	13	9
5	2358 - Political Science	Lecturer AY	13	10	3	7	6
5	2358 - Psychology	Lecturer AY	24	8	16	13	11
5	2358 - Public Health	Lecturer AY	18	6	12	7	11
5	2358 - Social Work	Lecturer AY	47	12	35	12	35
5	2358 - Sociology	Lecturer AY	27	17	10	14	13
5	2358 - Special Education & Counseling	Lecturer AY	68	18	50	27	41
5	2358 - Technology	Lecturer AY	9	9	0	4	5
5	2358 - Theatre Arts and Dance	Lecturer AY	16	7	9	9	7
5	2358 - TVFM	Lecturer AY	20	15	5	9	11
5	2358 - Vice President Academic Affrs	Lecturer AY	9	5	4	3	6
5	2354 - Anthropology	Teaching Associate AY	9	1	8	1	8
5	2354 - Art	Teaching Associate AY	4	1	3	1	3
5	2354 - Arts & Letters--Dean	Teaching Associate AY	5	3	2	1	4
5	2354 - Biology and Microbiology	Teaching Associate AY	5	1	4	0	5
5	2354 - Chemistry & Biochemistry	Teaching Associate AY	1	1	0	0	1
5	2354 - Communication Studies	Teaching Associate AY	15	3	12	4	11
5	2354 - Computer Science	Teaching Associate AY	10	6	4	2	8
5	2354 - English	Teaching Associate AY	8	3	5	2	6
5	2354 - Geological Sciences	Teaching Associate AY	5	3	2	3	2

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

California State University, Los Angeles

Snapshot Date: 11/01/2018

Job Group Analysis

Job Group: 12 - Postsecondary Teachers

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
5	2354 - Kinesiology & Nutritnl Science	Teaching Associate AY	18	9	9	6	12
5	2354 - Mathematics	Teaching Associate AY	10	7	3	1	9
5	2354 - Modern Languages & Literatre	Teaching Associate AY	2	0	2	0	2
5	2354 - Music	Teaching Associate AY	4	3	1	1	3
5	2354 - Physics and Astronomy	Teaching Associate AY	6	4	2	2	4
5	2354 - Theatre Arts and Dance	Teaching Associate AY	2	0	2	1	1
5	2354 - TVFM	Teaching Associate AY	5	5	0	3	2
5	1351 - Extended Education	Term ELP Instructor	8	5	3	4	4
5	2393 - English	Visiting Faculty-Academic Year	1	0	1	0	1
		Total (#)	**1,766**	**849**	**917**	**767**	**999**
		Total (%)		**48.1**	**51.9**	**43.4**	**56.6**

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

California State University, Los Angeles

Snapshot Date: 11/01/2018

Job Group Analysis

Job Group: 14 - Service Occupations

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
10	8365	Corporal	6	5	1	1	5
10	2010	Custodian	54	27	27	3	51
10	6223	Laborer	3	2	1	0	3
10	2015	Lead Custodian	8	3	5	0	8
10	6643	Lead Locksmith	1	1	0	1	0
10	6642	Locksmith	1	1	0	1	0
10	8810	Parking Officer 12 Mo	6	3	3	0	6
10	8800	Police Dispatcher 12 Mo	4	2	2	0	4
10	8350	Police Officer	7	6	1	1	6
10	8346	Police Officer Cadet-NonRep	2	1	1	0	2
10	1481	Reprographics Specialist II	3	3	0	1	2
10	1482	Reprographics Specialist III	1	1	0	0	1
10	1483	Reprographics Specialist IV	2	2	0	0	2
10	8354	Sergeant	5	4	1	0	5
10	1508	Warehouse Worker	7	7	0	1	6
		Total (#)	**110**	**68**	**42**	**9**	**101**
		Total (%)		**61.8**	**38.2**	**8.2**	**91.8**

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

California State University, Los Angeles

Snapshot Date: 11/01/2018

Job Group Analysis

Job Group: 2 - Community Service, Legal, Arts, and Media Occupations

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
4	850	Broadcast Engineer 12 Mo	1	1	0	0	1
4	8820	Community Service Spec 12 Mo	5	5	0	0	5
4	820	Graphic Designer 12 Mo	5	2	3	0	5
4	9687	Head Resident II	3	3	0	0	3
4	810	Media Prod Spec 12 Mo	2	0	2	0	2
4	840	Performing Arts Tech 12 Mo	1	1	0	1	0
4	800	Pub Affairs/Comm Spec 12 Mo	11	2	9	3	8
		Total (#)	**28**	**14**	**14**	**4**	**24**
		Total (%)		**50.0**	**50.0**	**14.3**	**85.7**

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

California State University, Los Angeles

Snapshot Date: 11/01/2018

Job Group Analysis

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

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
3	400	Analyst/Programmer 12 Mo	17	11	6	5	12
3	440	Equip Systems Specialist 12 Mo	3	2	1	0	3
3	420	Info Tech Consultant 12 Mo	50	37	13	8	42
3	430	Network Analyst 12 Mo	5	4	1	1	4
3	410	Operating Sys Analyst 12 Mo	12	11	1	1	11
3	450	Operations Specialist 12 Mo	3	2	1	2	1
3	5681	Research Technician II	1	1	0	0	1
3	5680	Research Technician III	1	0	1	0	1
		Total (#)	**92**	**68**	**24**	**17**	**75**
		Total (%)		**73.9**	**26.1**	**18.5**	**81.5**

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

California State University, Los Angeles

Snapshot Date: 11/01/2018

Job Group Analysis

Job Group: 4 - Graduate Assistants

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
6	2355	Graduate Assistant	133	64	69	26	107
6	2325	Graduate Assistant Monthly	2	0	2	0	2
		Total (#)	**135**	**64**	**71**	**26**	**109**
		Total (%)		**47.4**	**52.6**	**19.3**	**80.7**

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

California State University, Los Angeles

Snapshot Date: 11/01/2018

Job Group Analysis

Job Group: 5 - Healthcare Practitioners and Technical Occupations

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
9	8147	Health Educator	1	0	1	0	1
9	8134	Licensed Vocational Nurse I	1	0	1	0	1
9	8148	Medical Assistant	3	0	3	0	3
9	8166	Nurse Practitioner	2	0	2	0	2
9	7992	Pharmacist I	1	0	1	0	1
9	7993	Pharmacist II	1	1	0	0	1
9	7922	Phlebotomist/Clinical Lab Asst	1	0	1	0	1
9	7737	Physician	2	2	0	0	2
9	8161	Physician Assistant	1	0	1	1	0
9	7996	Radiologic Technologist II	1	1	0	0	1
9	8154	Registered Nurse II	2	0	2	0	2
9	8157	Registered Nurse III	1	0	1	0	1
		Total (#)	**17**	**4**	**13**	**1**	**16**
		Total (%)		**23.5**	**76.5**	**5.9**	**94.1**

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

California State University, Los Angeles

Snapshot Date: 11/01/2018

Job Group Analysis

Job Group: 6 - Librarians, Curators, and Archivists

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
7	2919 - University Library	Librarian 10 Mo	2	0	2	1	1
7	2920 - University Library	Librarian 12 Mo	9	3	6	4	5
		Total (#)	**11**	**3**	**8**	**5**	**6**
		Total (%)		**27.3**	**72.7**	**45.5**	**54.5**

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

California State University, Los Angeles

Snapshot Date: 11/01/2018

Job Group Analysis

Job Group: 7 - Management Occupations

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
1	3318	Administrator I	36	19	17	11	25
1	3312	Administrator II	91	37	54	30	61
1	3306	Administrator III	42	24	18	18	24
1	3300	Administrator IV	23	9	14	15	8
1	2977	President	1	1	0	1	0
		Total (#)	**193**	**90**	**103**	**75**	**118**
		Total (%)		**46.6**	**53.4**	**38.9**	**61.1**

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

California State University, Los Angeles

Snapshot Date: 11/01/2018

Job Group Analysis

Job Group: 8 - Natural Resources, Construction, and Maintenance Occupations

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
13	6699	Air Cond/Refrig Mechanic	5	5	0	0	5
13	6270	Auto/Equipment Mechanic	2	2	0	0	2
13	6702	Building Service Engineer	2	2	0	0	2
13	6476	Carpenter	4	4	0	2	2
13	6533	Electrician	3	3	0	1	2
13	6940	Facilities Maintenance Mech	10	10	0	1	9
13	6265	Facilities Project Supv	3	3	0	2	1
13	6250	Facilities Worker I	1	1	0	0	1
13	6251	Facilities Worker II	3	3	0	0	3
13	745	Gardening Specialist	1	1	0	0	1
13	731	Groundsworker	9	9	0	1	8
13	735	Irrigation Specialist	2	2	0	0	2
13	6532	Lead Electrician	1	1	0	0	1
13	726	Lead Groundsworker	3	3	0	0	3
13	6525	Lead Painter	1	1	0	0	1
13	6548	Lead Plumber	1	1	0	0	1
13	6526	Painter	2	2	0	1	1
13	6700	Sprvsng Building Svc Engnr	1	1	0	1	0
13	6474	Sprvsng Carpenter	1	1	0	0	1
13	6534	Sprvsng Electrician	1	1	0	0	1
13	6524	Sprvsng Painter	1	1	0	0	1
13	6547	Sprvsng Plumber	1	1	0	0	1
		Total (#)	**58**	**58**	**0**	**9**	**49**
		Total (%)		**100.0**	**0.0**	**15.5**	**84.5**

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

California State University, Los Angeles

Snapshot Date: 11/01/2018

Job Group Analysis

Job Group: 9 - Office and Administrative Support Occupations

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
12	1036	Admin Analyst/Spclst 10/12	1	0	1	0	1
12	1038	Admin Analyst/Spclst 12 Mo	84	15	69	9	75
12	1032	Admin Support Assistant 12 Mo	70	16	54	5	65
12	1035	Admin Support Coord 12 Mo	112	17	95	13	99
12	4791	Buyer I	1	0	1	0	1
12	4792	Buyer II	1	0	1	0	1
12	4794	Buyer III	2	1	1	0	2
12	4795	Buyer III Lead	1	0	1	0	1
12	1176	Cnfdntl Admin Support 12 Mo	4	1	3	0	4
12	1170	Cnfdntl Office Support 12 Mo	9	0	9	1	8
12	1101	Payroll Technician II	3	0	3	1	2
12	1102	Payroll Technician III	1	0	1	0	1
12	5151	Personnel Assistant	4	0	4	0	4
12	1550	Property Clerk I	2	2	0	1	1
12	1549	Property Clerk II	1	0	1	0	1
		Total (#)	**296**	**52**	**244**	**30**	**266**
		Total (%)		**17.6**	**82.4**	**10.1**	**89.9**

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

California State University, Los Angeles

Snapshot Date: 11/01/2018

Job Group Analysis Summary

		Total									
Job Group	**EMP**	**M**	**F**	**MIN**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
1 - Business and Financial Operations Occupations	49	5	44	44	5	3	18	23	0	0	0
10 - Student and Academic Affairs and Other Education Service	204	67	137	171	33	23	106	37	1	0	4
11 - Production, Transportation, and Material Moving Occupatio	3	3	0	2	1	0	2	0	0	0	0
12 - Postsecondary Teachers	1,766	849	917	999	767	118	427	409	12	1	32
14 - Service Occupations	110	68	42	101	9	18	75	5	2	0	1
2 - Community Service, Legal, Arts, and Media Occupations	28	14	14	24	4	4	11	7	1	0	1
3 - Computer, Engineering, and Science Occupations	92	68	24	75	17	4	21	49	0	0	1
4 - Graduate Assistants	135	64	71	109	26	6	63	28	0	0	12
5 - Healthcare Practitioners and Technical Occupations	17	4	13	16	1	1	5	10	0	0	0
6 - Librarians, Curators, and Archivists	11	3	8	6	5	1	1	4	0	0	0
7 - Management Occupations	193	90	103	118	75	23	49	45	0	0	1
8 - Natural Resources, Construction, and Maintenance Occupat	58	58	0	49	9	4	41	4	0	0	0
9 - Office and Administrative Support Occupations	296	52	244	266	30	25	181	54	0	0	6
Total (#)	**2,962**	**1,345**	**1,617**	**1,980**	**982**	**230**	**1,000**	**675**	**16**	**1**	**58**
Total (%)		**45.4**	**54.6**	**66.8**	**33.2**	**7.8**	**33.8**	**22.8**	**0.5**	**0.0**	**2.0**

California State University, Los Angeles

Snapshot Date: 11/01/2018

ZIP Code Analysis

Data Used: Employee

Included Areas:

County/County Set	Count	Weight	Cut-Off Weight
Los Angeles, California	2,564	86.62	94.47
Orange, California	150	5.07	5.53
Total:	**2,714**	**91.69**	**100.00**

Excluded Areas:

County/County Set	Count	Weight	Cut-Off Weight
San Bernardino, California	116	3.92	0.00
Riverside, California	41	1.39	0.00
Ventura, California	40	1.35	0.00
San Diego, California	20	0.68	0.00
Alameda, California	5	0.17	0.00
Monterey, California	3	0.10	0.00
Santa Barbara, California	3	0.10	0.00
Arapahoe, Colorado	1	0.03	0.00
Broward, Florida	1	0.03	0.00
Mohave, Arizona	1	0.03	0.00
Fairfax (county)+Fairfax (city)+Falls Church (city), Virginia	1	0.03	0.00
Kern, California	1	0.03	0.00
Breckinridge+Grayson+Hancock+Meade, Kentucky	1	0.03	0.00
Jackson, Oregon	1	0.03	0.00
Imperial, California	1	0.03	0.00
Clark+Nye, Nevada	1	0.03	0.00
Bennington+Windham, Vermont	1	0.03	0.00
Whatcom, Washington	1	0.03	0.00
Middlesex, Massachusetts	1	0.03	0.00

California State University, Los Angeles

Snapshot Date: 11/01/2018

ZIP Code Analysis

Data Used: Employee

Excluded Areas:

County/County Set	Count	Weight	Cut-Off Weight
Nassau, New York	1	0.03	0.00
Alpine and Nearby Counties, California	1	0.03	0.00
Josephine, Oregon	1	0.03	0.00
Lubbock, Texas	1	0.03	0.00
El Dorado, California	1	0.03	0.00
Salt Lake, Utah	1	0.03	0.00
Total:	**246**	**8.31**	**0.00**
Included and Excluded Total:	**2,960**	**100.00**	**100.00**

California State University, Los Angeles

Snapshot Date: 11/01/2018

Availability Analysis

Job Group: 1 - Business and Financial Operations Occupations

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
Local	74.2	60.0	70.00	52.0	42.0	Los Angeles, CA 90.60 %; Orange, CA 5.30 %; San Bernardino, CA 4.10 %
Reasonable	79.1	25.9	10.00	7.9	2.6	National
Internal Factors						
Feeders	89.1	89.8	20.00	17.8	18.0	Feeders
	Final Availability (%)		**100.00**	**77.7**	**62.5**	

California State University, Los Angeles

Snapshot Date: 11/01/2018

Availability Analysis

Job Group: 10 - Student and Academic Affairs and Other Education Services Occupations

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
Local	57.9	60.2	50.00	28.9	30.1	Los Angeles, CA 90.60 %; Orange, CA 5.30 %; San Bernardino, CA 4.10 %
Reasonable	59.6	29.8	20.00	11.9	6.0	National
Internal Factors						
Feeders	68.8	86.4	30.00	20.7	25.9	Feeders
	Final Availability (%)		**100.00**	**61.5**	**62.0**	

California State University, Los Angeles

Snapshot Date: 11/01/2018

Availability Analysis

Job Group: 11 - Production, Transportation, and Material Moving Occupations

	Raw (%)			Weighted (%)		
FACTOR	**FEMALE**	**MINORITY**	**FACTOR WEIGHT**	**FEMALE**	**MINORITY**	**SOURCE**
External Factors						
Local	10.4	82.9	70.00	7.3	58.0	Los Angeles, CA 90.60 %; Orange, CA 5.30 %; San Bernardino, CA 4.10 %
Reasonable	11.9	31.0	10.00	1.2	3.1	National
Internal Factors						
Feeders	0.0	66.7	20.00	0.0	13.3	Feeders
	Final Availability (%)		**100.00**	**8.5**	**74.4**	

California State University, Los Angeles

Snapshot Date: 11/01/2018

Availability Analysis

Job Group: 12 - Postsecondary Teachers

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
NORC Data	51.0	23.7	100.00	51.0	23.7	Biological-Biomedical Sciences - 0.70%, Biomedical Sciences - 1.60%, Business Mgmt-Admin Serv, General - 1.20%, Chemistry -
	Final Availability (%)		**100.00**	**51.0**	**23.7**	

California State University, Los Angeles

Snapshot Date: 11/01/2018

Availability Analysis

Job Group: 14 - Service Occupations

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
Local	28.8	80.2	70.00	20.2	56.2	Los Angeles, CA 90.60 %; Orange, CA 5.30 %; San Bernardino, CA 4.10 %
Reasonable	29.5	44.5	10.00	3.0	4.5	National
Internal Factors						
Feeders	34.4	91.1	20.00	6.9	18.2	Feeders
	Final Availability (%)		**100.00**	**30.0**	**78.8**	

California State University, Los Angeles

Snapshot Date: 11/01/2018

Availability Analysis

Job Group: 2 - Community Service, Legal, Arts, and Media Occupations

	Raw (%)			Weighted (%)		
FACTOR	**FEMALE**	**MINORITY**	**FACTOR WEIGHT**	**FEMALE**	**MINORITY**	**SOURCE**
External Factors						
Local	55.0	44.8	70.00	38.5	31.4	Los Angeles, CA 90.60 %; Orange, CA 5.30 %; San Bernardino, CA 4.10 %
Reasonable	58.7	26.7	20.00	11.7	5.3	National
Internal Factors						
Feeders	50.0	85.7	10.00	5.0	8.6	Feeders
	Final Availability (%)		**100.00**	**55.2**	**45.3**	

California State University, Los Angeles

Snapshot Date: 11/01/2018

Availability Analysis

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

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
Local	25.7	60.2	50.00	12.8	30.1	Los Angeles, CA 90.60 %; Orange, CA 5.30 %; San Bernardino, CA 4.10 %
Reasonable	28.9	30.6	20.00	5.8	6.1	National
Internal Factors						
Feeders	31.7	82.4	30.00	9.5	24.7	Feeders
	Final Availability (%)		**100.00**	**28.1**	**60.9**	

California State University, Los Angeles

Snapshot Date: 11/01/2018

Availability Analysis

Job Group: 4 - Graduate Assistants

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
Local	72.4	55.3	100.00	72.4	55.3	Los Angeles, CA 90.60 %; Orange, CA 5.30 %; San Bernardino, CA 4.10 %
Final Availability (%)			**100.00**	**72.4**	**55.3**	

California State University, Los Angeles

Snapshot Date: 11/01/2018

Availability Analysis

Job Group: 5 - Healthcare Practitioners and Technical Occupations

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
Local	70.3	70.4	50.00	35.2	35.2	Los Angeles, CA 90.60 %; Orange, CA 5.30 %; San Bernardino, CA 4.10 %
Reasonable	74.0	33.0	20.00	14.8	6.6	National
Internal Factors						
Feeders	76.5	94.1	30.00	22.9	28.2	Feeders
	Final Availability (%)		**100.00**	**72.9**	**70.0**	

California State University, Los Angeles

Snapshot Date: 11/01/2018

Availability Analysis

Job Group: 6 - Librarians, Curators, and Archivists

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
Local	79.0	38.8	70.00	55.3	27.2	Los Angeles, CA 90.60 %; Orange, CA 5.30 %; San Bernardino, CA 4.10 %
Reasonable	83.6	15.7	20.00	16.7	3.1	National
Internal Factors						
Feeders	72.7	54.5	10.00	7.3	5.5	Feeders
	Final Availability (%)		**100.00**	**79.3**	**35.8**	

California State University, Los Angeles

Snapshot Date: 11/01/2018

Availability Analysis

Job Group: 7 - Management Occupations

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
Local	66.9	46.6	30.00	20.1	14.0	Los Angeles, CA 90.60 %; Orange, CA 5.30 %; San Bernardino, CA 4.10 %
Reasonable	63.6	25.0	50.00	31.8	12.5	National
Internal Factors						
Feeders	71.3	77.1	20.00	14.3	15.4	Feeders
	Final Availability (%)		**100.00**	**66.1**	**41.9**	

California State University, Los Angeles

Snapshot Date: 11/01/2018

Availability Analysis

Job Group: 8 - Natural Resources, Construction, and Maintenance Occupations

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
Local	4.0	80.1	70.00	2.8	56.1	Los Angeles, CA 90.60 %; Orange, CA 5.30 %; San Bernardino, CA 4.10 %
Reasonable	4.0	34.3	10.00	0.4	3.4	National
Internal Factors						
Feeders	7.6	85.9	20.00	1.5	17.2	Feeders
	Final Availability (%)		**100.00**	**4.8**	**76.7**	

California State University, Los Angeles

Snapshot Date: 11/01/2018

Availability Analysis

Job Group: 9 - Office and Administrative Support Occupations

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
Local	84.5	61.3	50.00	42.2	30.6	Los Angeles, CA 90.60 %; Orange, CA 5.30 %; San Bernardino, CA 4.10 %
Reasonable	89.1	26.2	20.00	17.8	5.2	National
Internal Factors						
Feeders	81.5	89.7	30.00	24.5	26.9	Feeders
	Final Availability (%)		**100.00**	**84.5**	**62.8**	

California State University, Los Angeles

Snapshot Date: 11/01/2018

Internal Availability

AAP: California State University, Los Angeles

Job Group: 1 - Business and Financial Operations Occupations

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
California State University	1 - Business and Financ	90.00	89.8	89.8	10.2	6.1	36.7	46.9	0.0	0.0	0.0	80.8	80.8	9.2	5.5	33.1	42.2	0.0	0.0	0.0
California State University	9 - Office and Administra	10.00	82.4	89.9	10.1	8.4	61.1	18.2	0.0	0.0	2.0	8.2	9.0	1.0	0.8	6.1	1.8	0.0	0.0	0.2
	Total:	**100.00**										**89.1**	**89.8**	**10.2**	**6.4**	**39.2**	**44.1**	**0.0**	**0.0**	**0.2**

California State University, Los Angeles

Snapshot Date: 11/01/2018

Internal Availability

AAP: California State University, Los Angeles

Job Group: 10 - Student and Academic Affairs and Other Education Services Occupations

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
California State University	10 - Student and Academ	60.00	67.2	83.8	16.2	11.3	52.0	18.1	0.5	0.0	2.0	40.3	50.3	9.7	6.8	31.2	10.9	0.3	0.0	1.2
California State University	14 - Service Occupations	10.00	38.2	91.8	8.2	16.4	68.2	4.5	1.8	0.0	0.9	3.8	9.2	0.8	1.6	6.8	0.5	0.2	0.0	0.1
California State University	9 - Office and Administra	30.00	82.4	89.9	10.1	8.4	61.1	18.2	0.0	0.0	2.0	24.7	27.0	3.0	2.5	18.3	5.5	0.0	0.0	0.6
	Total:	**100.00**										**68.8**	**86.4**	**13.6**	**10.9**	**56.3**	**16.8**	**0.5**	**0.0**	**1.9**

California State University, Los Angeles

Snapshot Date: 11/01/2018

Internal Availability

AAP: California State University, Los Angeles

Job Group: 11 - Production, Transportation, and Material Moving Occupations

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
California State University	11 - Production, Transpo	100.00	0.0	66.7	33.3	0.0	66.7	0.0	0.0	0.0	0.0	0.0	66.7	33.3	0.0	66.7	0.0	0.0	0.0	0.0
	Total:	**100.00**										**0.0**	**66.7**	**33.3**	**0.0**	**66.7**	**0.0**	**0.0**	**0.0**	**0.0**

California State University, Los Angeles

Snapshot Date: 11/01/2018

Internal Availability

AAP: California State University, Los Angeles
Job Group: 14 - Service Occupations

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
California State University	14 - Service Occupations	90.00	38.2	91.8	8.2	16.4	68.2	4.5	1.8	0.0	0.9	34.4	82.6	7.4	14.7	61.4	4.1	1.6	0.0	0.8
California State University	8 - Natural Resources, C	10.00	0.0	84.5	15.5	6.9	70.7	6.9	0.0	0.0	0.0	0.0	8.4	1.6	0.7	7.1	0.7	0.0	0.0	0.0
	Total:	**100.00**										**34.4**	**91.1**	**8.9**	**15.4**	**68.4**	**4.8**	**1.6**	**0.0**	**0.8**

California State University, Los Angeles

Snapshot Date: 11/01/2018

Internal Availability

AAP: California State University, Los Angeles

Job Group: 2 - Community Service, Legal, Arts, and Media Occupations

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
California State University	2 - Community Service, L	100.00	50.0	85.7	14.3	14.3	39.3	25.0	3.6	0.0	3.6	50.0	85.7	14.3	14.3	39.3	25.0	3.6	0.0	3.6
	Total:	**100.00**										**50.0**	**85.7**	**14.3**	**14.3**	**39.3**	**25.0**	**3.6**	**0.0**	**3.6**

California State University, Los Angeles

Snapshot Date: 11/01/2018

Internal Availability

AAP: California State University, Los Angeles

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

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
California State University	3 - Computer, Engineerin	90.00	26.1	81.5	18.5	4.3	22.8	53.3	0.0	0.0	1.1	23.5	73.4	16.6	3.9	20.5	47.9	0.0	0.0	1.0
California State University	9 - Office and Administra	10.00	82.4	89.9	10.1	8.4	61.1	18.2	0.0	0.0	2.0	8.2	9.0	1.0	0.8	6.1	1.8	0.0	0.0	0.2
	Total:	**100.00**										**31.7**	**82.4**	**17.6**	**4.8**	**26.7**	**49.8**	**0.0**	**0.0**	**1.2**

California State University, Los Angeles

Snapshot Date: 11/01/2018

Internal Availability

AAP: California State University, Los Angeles

Job Group: 5 - Healthcare Practitioners and Technical Occupations

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
California State University	5 - Healthcare Practitione	100.00	76.5	94.1	5.9	5.9	29.4	58.8	0.0	0.0	0.0	76.5	94.1	5.9	5.9	29.4	58.8	0.0	0.0	0.0
	Total:	**100.00**										**76.5**	**94.1**	**5.9**	**5.9**	**29.4**	**58.8**	**0.0**	**0.0**	**0.0**

California State University, Los Angeles

Snapshot Date: 11/01/2018

Internal Availability

AAP: California State University, Los Angeles
Job Group: 6 - Librarians, Curators, and Archivists

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
California State University	6 - Librarians, Curators,	100.00	72.7	54.5	45.5	9.1	9.1	36.4	0.0	0.0	0.0	72.7	54.5	45.5	9.1	9.1	36.4	0.0	0.0	0.0
	Total:	**100.00**										**72.7**	**54.5**	**45.5**	**9.1**	**9.1**	**36.4**	**0.0**	**0.0**	**0.0**

California State University, Los Angeles

Snapshot Date: 11/01/2018

Internal Availability

AAP: California State University, Los Angeles
Job Group: 7 - Management Occupations

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
California State University	1 - Business and Financ	8.49	89.8	89.8	10.2	6.1	36.7	46.9	0.0	0.0	0.0	7.6	7.6	0.9	0.5	3.1	4.0	0.0	0.0	0.0
California State University	2481 - Accounting Depar	0.17	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
California State University	2481 - Anthropology - De	0.17	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
California State University	2481 - Art - Dept Chair 12	0.17	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
California State University	2481 - Communication D	0.26	100.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.3	0.0	0.3	0.0	0.0	0.0	0.0	0.0	0.0
California State University	2481 - Communication S	0.17	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.2	0.0	0.0	0.0	0.0	0.0	0.0
California State University	2481 - Computer Scienc	0.17	0.0	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.2	0.0	0.0	0.0	0.2	0.0	0.0	0.0
California State University	2481 - Criminal Justice -	0.17	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
California State University	2481 - Economics & Stat	0.17	0.0	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.2	0.0	0.0	0.0	0.2	0.0	0.0	0.0
California State University	2481 - Electrical & Comp	0.17	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.2	0.0	0.0	0.0	0.0	0.0	0.0
California State University	2481 - English - Dept Ch	0.17	100.0	100.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.2	0.2	0.0	0.0	0.2	0.0	0.0	0.0	0.0
California State University	2481 - Finance and Law	0.17	100.0	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.2	0.2	0.0	0.0	0.0	0.2	0.0	0.0	0.0
California State University	2481 - Geological Scienc	0.17	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.2	0.0	0.0	0.0	0.0	0.0	0.0
California State University	2481 - Information Syste	0.17	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.2	0.0	0.0	0.0	0.0	0.0	0.0
California State University	2481 - Latin American St	0.17	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
California State University	2481 - Liberal Studies - D	0.17	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.2	0.0	0.0	0.0	0.0	0.0	0.0
California State University	2481 - Management - De	0.17	0.0	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.2	0.0	0.0	0.0	0.2	0.0	0.0	0.0
California State University	2481 - Mathematics - De	0.17	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.2	0.0	0.0	0.0	0.0	0.0	0.0
California State University	2481 - Modern Language	0.17	100.0	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.2	0.2	0.0	0.0	0.0	0.2	0.0	0.0	0.0
California State University	2481 - Nursing - Dept Ch	0.17	100.0	100.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.2	0.2	0.0	0.2	0.0	0.0	0.0	0.0	0.0
California State University	2481 - Pan African Studie	0.17	100.0	100.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.2	0.2	0.0	0.2	0.0	0.0	0.0	0.0	0.0

California State University, Los Angeles

Snapshot Date: 11/01/2018

Internal Availability

AAP: California State University, Los Angeles
Job Group: 7 - Management Occupations

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
California State University	2481 - Physics and Astro	0.17	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.2	0.0	0.0	0.0	0.0	0.0	0.0
California State University	2481 - Political Science -	0.17	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.2	0.0	0.0	0.0	0.0	0.0	0.0
California State University	2481 - Psychology - Dep	0.17	0.0	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.2	0.0	0.0	0.0	0.2	0.0	0.0	0.0
California State University	2481 - Public Health - De	0.17	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.2	0.0	0.0	0.0	0.0	0.0	0.0
California State University	2481 - Social Work - Dep	0.17	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
California State University	2481 - Sociology - Dept C	0.17	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
California State University	2481 - Special Education	0.17	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.2	0.0	0.0	0.0	0.0	0.0	0.0
California State University	2481 - TVFM - Dept Chai	0.17	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
California State University	6 - Librarians, Curators,	1.91	72.7	54.5	45.5	9.1	9.1	36.4	0.0	0.0	0.0	1.4	1.0	0.9	0.2	0.2	0.7	0.0	0.0	0.0
California State University	7 - Management Occupa	33.45	53.4	61.1	38.9	11.9	25.4	23.3	0.0	0.0	0.5	17.9	20.5	13.0	4.0	8.5	7.8	0.0	0.0	0.2
California State University	9 - Office and Administra	51.30	82.4	89.9	10.1	8.4	61.1	18.2	0.0	0.0	2.0	42.3	46.1	5.2	4.3	31.4	9.4	0.0	0.0	1.0
	Total:	**100.00**										**71.3**	**77.1**	**22.9**	**9.4**	**43.7**	**22.9**	**0.0**	**0.0**	**1.2**

California State University, Los Angeles

Snapshot Date: 11/01/2018

Internal Availability

AAP: California State University, Los Angeles

Job Group: 8 - Natural Resources, Construction, and Maintenance Occupations

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
California State University	14 - Service Occupations	20.00	38.2	91.8	8.2	16.4	68.2	4.5	1.8	0.0	0.9	7.6	18.4	1.6	3.3	13.6	0.9	0.4	0.0	0.2
California State University	8 - Natural Resources, C	80.00	0.0	84.5	15.5	6.9	70.7	6.9	0.0	0.0	0.0	0.0	67.6	12.4	5.5	56.6	5.5	0.0	0.0	0.0
	Total:	**100.00**										**7.6**	**85.9**	**14.1**	**8.8**	**70.2**	**6.4**	**0.4**	**0.0**	**0.2**

California State University, Los Angeles

Snapshot Date: 11/01/2018

Internal Availability

AAP: California State University, Los Angeles
Job Group: 9 - Office and Administrative Support Occupations

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
California State University	1 - Business and Financ	10.00	89.8	89.8	10.2	6.1	36.7	46.9	0.0	0.0	0.0	9.0	9.0	1.0	0.6	3.7	4.7	0.0	0.0	0.0
California State University	2 - Community Service, L	5.00	50.0	85.7	14.3	14.3	39.3	25.0	3.6	0.0	3.6	2.5	4.3	0.7	0.7	2.0	1.3	0.2	0.0	0.2
California State University	9 - Office and Administra	85.00	82.4	89.9	10.1	8.4	61.1	18.2	0.0	0.0	2.0	70.1	76.4	8.6	7.2	52.0	15.5	0.0	0.0	1.7
	Total:	**100.00**										**81.5**	**89.7**	**10.3**	**8.5**	**57.6**	**21.5**	**0.2**	**0.0**	**1.9**

California State University, Los Angeles

Snapshot Date: 11/01/2018

Comparison of Incumbency to Availability and Placement Goals

Job Group: 1 - Business and Financial Operations Occupations

Test: Whole Person

Total Employees: 49

	Total	
	FEMALE	**MINORITY**
Employees (#)	44	44
Employees (%)	89.8	89.8
Availability (%) Goal	77.7	62.5
Test: Whole Person	NO	NO
Addt'l Needed to Eliminate Problem Area (#)	0	0

California State University, Los Angeles

Snapshot Date: 11/01/2018

Comparison of Incumbency to Availability and Placement Goals

Job Group: 10 - Student and Academic Affairs and Other Education Services Occupations

Test: Whole Person

Total Employees: 204

	Total	
	FEMALE	**MINORITY**
Employees (#)	137	171
Employees (%)	67.2	83.8
Availability (%) Goal	61.5	62.0
Test: Whole Person	NO	NO
Addt'l Needed to Eliminate Problem Area (#)	0	0

California State University, Los Angeles

Snapshot Date: 11/01/2018

Comparison of Incumbency to Availability and Placement Goals

Job Group: 11 - Production, Transportation, and Material Moving Occupations

Test: Whole Person

Total Employees: 3

	Total	
	FEMALE	**MINORITY**
Employees (#)	0	2
Employees (%)	0.0	66.7
Availability (%) Goal	8.5	74.4
Test: Whole Person	NO	NO
Addt'l Needed to Eliminate Problem Area (#)	0	0

California State University, Los Angeles

Snapshot Date: 11/01/2018

Comparison of Incumbency to Availability and Placement Goals

Job Group: 12 - Postsecondary Teachers

Test: Whole Person

Total Employees: 1,766

	Total	
	FEMALE	**MINORITY**
Employees (#)	917	999
Employees (%)	51.9	56.6
Availability (%) Goal	51.0	23.7
Test: Whole Person	NO	NO
Addt'l Needed to Eliminate Problem Area (#)	0	0

California State University, Los Angeles

Snapshot Date: 11/01/2018

Comparison of Incumbency to Availability and Placement Goals

Job Group: 14 - Service Occupations

Test: Whole Person

Total Employees: 110

	Total	
	FEMALE	**MINORITY**
Employees (#)	42	101
Employees (%)	38.2	91.8
Availability (%) Goal	30.0	78.8
Test: Whole Person	NO	NO
Addt'l Needed to Eliminate Problem Area (#)	0	0

California State University, Los Angeles

Snapshot Date: 11/01/2018

Comparison of Incumbency to Availability and Placement Goals

Job Group: 2 - Community Service, Legal, Arts, and Media Occupations

Test: Whole Person

Total Employees: 28

	Total	
	FEMALE	**MINORITY**
Employees (#)	14	24
Employees (%)	50.0	85.7
Availability (%) Goal	55.2	45.3
Test: Whole Person	YES	NO
Addt'l Needed to Eliminate Problem Area (#)	1	0

California State University, Los Angeles

Snapshot Date: 11/01/2018

Comparison of Incumbency to Availability and Placement Goals

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

Test: Whole Person

Total Employees: 92

	Total	
	FEMALE	**MINORITY**
Employees (#)	24	75
Employees (%)	26.1	81.5
Availability (%) Goal	28.1	60.9
Test: Whole Person	YES	NO
Addt'l Needed to Eliminate Problem Area (#)	1	0

California State University, Los Angeles

Snapshot Date: 11/01/2018

Comparison of Incumbency to Availability and Placement Goals

Job Group: 4 - Graduate Assistants

Test: Whole Person

Total Employees: 135

	Total	
	FEMALE	**MINORITY**
Employees (#)	71	109
Employees (%)	52.6	80.7
Availability (%) Goal	72.4	55.3
Test: Whole Person	YES	NO
Addt'l Needed to Eliminate Problem Area (#)	26	0

California State University, Los Angeles

Snapshot Date: 11/01/2018

Comparison of Incumbency to Availability and Placement Goals

Job Group: 5 - Healthcare Practitioners and Technical Occupations

Test: Whole Person

Total Employees: 17

	Total	
	FEMALE	**MINORITY**
Employees (#)	13	16
Employees (%)	76.5	94.1
Availability (%) Goal	72.9	70.0
Test: Whole Person	NO	NO
Addt'l Needed to Eliminate Problem Area (#)	0	0

California State University, Los Angeles

Snapshot Date: 11/01/2018

Comparison of Incumbency to Availability and Placement Goals

Job Group: 6 - Librarians, Curators, and Archivists

Test: Whole Person

Total Employees: 11

	Total	
	FEMALE	**MINORITY**
Employees (#)	8	6
Employees (%)	72.7	54.5
Availability (%) Goal	79.3	35.8
Test: Whole Person	NO	NO
Addt'l Needed to Eliminate Problem Area (#)	0	0

California State University, Los Angeles

Snapshot Date: 11/01/2018

Comparison of Incumbency to Availability and Placement Goals

Job Group: 7 - Management Occupations

Test: Whole Person

Total Employees: 193

	Total	
	FEMALE	**MINORITY**
Employees (#)	103	118
Employees (%)	53.4	61.1
Availability (%) Goal	66.1	41.9
Test: Whole Person	YES	NO
Addt'l Needed to Eliminate Problem Area (#)	24	0

California State University, Los Angeles

Snapshot Date: 11/01/2018

Comparison of Incumbency to Availability and Placement Goals

Job Group: 8 - Natural Resources, Construction, and Maintenance Occupations

Test: Whole Person

Total Employees: 58

	Total	
	FEMALE	**MINORITY**
Employees (#)	0	49
Employees (%)	0.0	84.5
Availability (%) Goal	4.8	76.7
Test: Whole Person	YES	NO
Addt'l Needed to Eliminate Problem Area (#)	2	0

California State University, Los Angeles

Snapshot Date: 11/01/2018

Comparison of Incumbency to Availability and Placement Goals

Job Group: 9 - Office and Administrative Support Occupations

Test: Whole Person

Total Employees: 296

	Total	
	FEMALE	**MINORITY**
Employees (#)	244	266
Employees (%)	82.4	89.9
Availability (%) Goal	84.5	62.8
Test: Whole Person	YES	NO
Addt'l Needed to Eliminate Problem Area (#)	6	0

California State University, Los Angeles

Goals Progress

Job Group	Representation as of Previous AAP				Goal/Availability from Previous AAP	Placements*			Achieved?
	Total Employees	Gender/Race Groups	#	%		Total Placements	#	%	
2 - Community Service, Legal, Arts, and Media Occupations	26	Females	11	42.3%	52.1%	9	5	55.6%	YES
		Minority	23	88.5%			6	66.7%	
3 - Computer, Engineering, and Science Occupations	90	Females	22	24.4%	27.8%	10	4	40.0%	YES
		Minority	73	81.1%			9	90.0%	
4 - Graduate Assistants	156	Females	87	55.8%	72.4%	140	75	53.6%	NO
		Minority	115	73.7%			118	84.3%	
6 - Librarians, Curators, and Archivists	10	Females	6	60.0%	74.4%	4	4	100.0%	YES
		Minority	6	60.0%			2	50.0%	
7 - Management Occupations	193	Females	100	51.8%	66.0%	20	7	35.0%	NO
		Minority	118	61.1%			9	45.0%	
8 - Natural Resources, Construction, and Maintenance Occupations	59	Females	0	0.0%	4.8%	1	0	0.0%	NO
		Minority	50	84.7%			1	100.0%	
9 - Office and Administrative Support Occupations	283	Females	233	82.3%	84.2%	68	51	75.0%	NO
		Minority	253	89.4%			58	85.3%	

* Placements consist of hires and promotions into the target job group from 11/01/2017 to 10/31/2018

California State University, Los Angeles

Snapshot Date: 11/01/2018

Personnel Transactions Summary

Job Group: 1 - Business and Financial Operations Occupations

Transaction Dates: 11/01/2017 To 10/31/2018

	Applicants				*Hires*			*Terminations (I)*			*Terminations (V)*		
	Males	**Females**	**UNKNOWN (GENDER)**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	23	31	0	54	0	2	2	0	1	1	0	0	0
Afr. Amer.	23	46	1	70	0	0	0	0	1	1	0	0	0
Hispanic	67	101	2	170	0	1	1	0	0	0	0	0	0
Asian	61	83	2	146	1	2	3	1	0	1	0	0	0
Nat. Amer.	1	9	0	10	0	0	0	0	0	0	0	0	0
NHOPI	1	6	0	7	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)	35	43	18	96									
Total	211	319	23	553	1	5	6	1	2	3	0	0	0
Total Minority	153	245	5	403	1	3	4	1	1	2	0	0	0

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

California State University, Los Angeles

Snapshot Date: 11/01/2018

Personnel Transactions Summary

Job Group: 10 - Student and Academic Affairs and Other Education Services Occupations

Transaction Dates: 11/01/2017 To 10/31/2018

	Applicants				*Hires*			*Terminations (I)*			*Terminations (V)*		
	Males	**Females**	**UNKNOWN (GENDER)**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	188	317	4	509	1	2	3	2	2	4	0	0	0
Afr. Amer.	141	261	6	408	0	3	3	0	1	1	0	0	0
Hispanic	442	700	3	1145	2	10	12	4	10	14	0	0	0
Asian	183	294	2	479	2	5	7	0	3	3	0	0	0
Nat. Amer.	41	50	0	91	0	0	0	0	0	0	0	0	0
NHOPI	17	16	0	33	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)	203	317	76	596									
Total	1215	1955	91	3261	5	20	25	6	16	22	0	0	0
Total Minority	824	1321	11	2156	4	18	22	4	14	18	0	0	0

	Promotions From			*Promotions Into*			*Promotions Within*		
	Males	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	0	0	0	0	0	0	1	0	1
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	1	1	0	4	4	0	1	1
Asian	0	2	2	0	1	1	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	1	1
Total	0	3	3	0	5	5	1	2	3
Total Minority	0	3	3	0	5	5	0	2	2

California State University, Los Angeles

Snapshot Date: 11/01/2018

Personnel Transactions Summary

Job Group: 11 - Production, Transportation, and Material Moving Occupations

Transaction Dates: 11/01/2017 To 10/31/2018

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

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

California State University, Los Angeles

Snapshot Date: 11/01/2018

Personnel Transactions Summary

Job Group: 12 - Postsecondary Teachers

Transaction Dates: 11/01/2017 To 10/31/2018

	Applicants				*Hires*			*Terminations (I)*			*Terminations (V)*		
	Males	**Females**	**UNKNOWN (GENDER)**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	7	1	0	8	61	76	137	48	52	100	0	0	0
Afr. Amer.	2	1	0	3	15	20	35	11	17	28	0	0	0
Hispanic	2	3	0	5	64	76	140	32	38	70	0	0	0
Asian	2	0	0	2	45	46	91	35	28	63	0	0	0
Nat. Amer.	1	0	0	1	0	1	1	0	0	0	0	0	0
NHOPI	0	0	0	0	2	0	2	2	0	2	0	0	0
Two or More	0	0	0	0	3	9	12	1	2	3	0	0	0
Unknown (Race)	0	0	1	1									
Total	14	5	1	20	190	228	418	129	137	266	0	0	0
Total Minority	7	4	0	11	129	152	281	81	85	166	0	0	0

	Promotions From			*Promotions Into*			*Promotions Within*		
	Males	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	0	0	0	0	0	0	4	3	7
Afr. Amer.	0	0	0	0	0	0	1	0	1
Hispanic	0	0	0	0	0	0	2	2	4
Asian	0	0	0	0	1	1	6	4	10
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	1	1	13	9	22
Total Minority	0	0	0	0	1	1	9	6	15

California State University, Los Angeles

Snapshot Date: 11/01/2018

Personnel Transactions Summary

Job Group: 14 - Service Occupations

Transaction Dates: 11/01/2017 To 10/31/2018

	Applicants				*Hires*			*Terminations (I)*			*Terminations (V)*		
	Males	**Females**	**UNKNOWN (GENDER)**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	129	98	1	228	7	3	10	11	9	20	0	0	0
Afr. Amer.	203	127	4	334	3	1	4	2	5	7	0	0	0
Hispanic	481	233	5	719	13	15	28	17	12	29	0	0	0
Asian	58	31	0	89	2	6	8	3	3	6	0	0	0
Nat. Amer.	53	18	2	73	1	0	1	1	0	1	0	0	0
NHOPI	23	4	1	28	0	0	0	0	1	1	0	0	0
Two or More	0	0	0	0	0	1	1	1	0	1	0	0	0
Unknown (Race)	325	88	115	528									
Total	1272	599	128	1999	26	26	52	35	30	65	0	0	0
Total Minority	818	413	12	1243	19	23	42	24	21	45	0	0	0

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

California State University, Los Angeles

Snapshot Date: 11/01/2018

Personnel Transactions Summary

Job Group: 2 - Community Service, Legal, Arts, and Media Occupations

Transaction Dates: 11/01/2017 To 10/31/2018

	Applicants				*Hires*			*Terminations (I)*			*Terminations (V)*		
	Males	**Females**	**UNKNOWN (GENDER)**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	161	149	6	316	1	2	3	2	1	3	0	0	0
Afr. Amer.	81	106	1	188	0	2	2	0	0	0	0	0	0
Hispanic	152	122	1	275	2	1	3	2	0	2	0	0	0
Asian	94	97	1	192	1	0	1	0	0	0	0	0	0
Nat. Amer.	25	16	0	41	0	0	0	0	0	0	0	0	0
NHOPI	11	7	0	18	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)	97	177	31	305									
Total	621	674	40	1335	4	5	9	4	1	5	0	0	0
Total Minority	363	348	3	714	3	3	6	2	0	2	0	0	0

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

California State University, Los Angeles

Snapshot Date: 11/01/2018

Personnel Transactions Summary

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

Transaction Dates: 11/01/2017 To 10/31/2018

	Applicants				*Hires*			*Terminations (I)*			*Terminations (V)*		
	Males	**Females**	**UNKNOWN (GENDER)**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	106	55	3	164	0	1	1	1	0	1	0	0	0
Afr. Amer.	37	80	0	117	0	0	0	0	0	0	0	0	0
Hispanic	148	95	0	243	3	2	5	2	1	3	0	0	0
Asian	174	57	1	232	3	1	4	1	1	2	0	0	0
Nat. Amer.	15	15	0	30	0	0	0	0	0	0	0	0	0
NHOPI	10	4	0	14	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)	117	65	35	217									
Total	607	371	39	1017	6	4	10	4	2	6	0	0	0
Total Minority	384	251	1	636	6	3	9	3	2	5	0	0	0

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

California State University, Los Angeles

Snapshot Date: 11/01/2018

Personnel Transactions Summary

Job Group: 4 - Graduate Assistants

Transaction Dates: 11/01/2017 To 10/31/2018

	Applicants				*Hires*			*Terminations (I)*			*Terminations (V)*		
	Males	**Females**	**UNKNOWN (GENDER)**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	0	0	0	0	7	15	22	15	17	32	0	0	0
Afr. Amer.	0	0	0	0	2	7	9	2	5	7	0	0	0
Hispanic	0	0	0	0	39	29	68	15	29	44	0	0	0
Asian	0	0	0	0	13	20	33	16	16	32	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	4	4	8	1	2	3	0	0	0
Unknown (Race)	0	0	0	0									
Total	0	0	0	0	65	75	140	49	69	118	0	0	0
Total Minority	0	0	0	0	58	60	118	34	52	86	0	0	0

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

California State University, Los Angeles

Snapshot Date: 11/01/2018

Personnel Transactions Summary

Job Group: 5 - Healthcare Practitioners and Technical Occupations

Transaction Dates: 11/01/2017 To 10/31/2018

	Applicants				*Hires*			*Terminations (I)*			*Terminations (V)*		
	Males	**Females**	**UNKNOWN (GENDER)**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	1	14	2	17	0	0	0	0	0	0	0	0	0
Afr. Amer.	3	23	0	26	0	0	0	0	0	0	0	0	0
Hispanic	21	102	0	123	0	1	1	1	2	3	0	0	0
Asian	14	27	0	41	0	0	0	0	0	0	0	0	0
Nat. Amer.	2	7	0	9	0	0	0	0	0	0	0	0	0
NHOPI	1	1	0	2	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	5	21	26									
Total	42	179	23	244	0	1	1	1	2	3	0	0	0
Total Minority	41	160	0	201	0	1	1	1	2	3	0	0	0

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

California State University, Los Angeles

Snapshot Date: 11/01/2018

Personnel Transactions Summary

Job Group: 6 - Librarians, Curators, and Archivists

Transaction Dates: 11/01/2017 To 10/31/2018

	Applicants				*Hires*			*Terminations (I)*			*Terminations (V)*		
	Males	**Females**	**UNKNOWN (GENDER)**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	0	0	0	0	0	2	2	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	1	1	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	1	1	0	0	0
Asian	0	0	0	0	0	1	1	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	4	4	0	1	1	0	0	0
Total Minority	0	0	0	0	0	2	2	0	1	1	0	0	0

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

California State University, Los Angeles

Snapshot Date: 11/01/2018

Personnel Transactions Summary

Job Group: 7 - Management Occupations

Transaction Dates: 11/01/2017 To 10/31/2018

	Applicants				*Hires*			*Terminations (I)*			*Terminations (V)*		
	Males	**Females**	**UNKNOWN (GENDER)**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	104	93	1	198	8	3	11	8	0	8	0	0	0
Afr. Amer.	84	78	3	165	1	1	2	1	2	3	0	0	0
Hispanic	122	98	1	221	2	2	4	2	3	5	0	0	0
Asian	73	47	1	121	2	1	3	2	2	4	0	0	0
Nat. Amer.	9	12	0	21	0	0	0	0	0	0	0	0	0
NHOPI	4	3	0	7	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	1	0	1	0	0	0
Unknown (Race)	78	91	37	206									
Total	474	422	43	939	13	7	20	14	7	21	0	0	0
Total Minority	292	238	5	535	5	4	9	6	7	13	0	0	0

	Promotions From			*Promotions Into*			*Promotions Within*		
	Males	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	0	0	0	0	0	0	2	1	3
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	3	3	0	0	0	1	1	2
Asian	0	1	1	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	4	4	0	0	0	3	2	5
Total Minority	0	4	4	0	0	0	1	1	2

California State University, Los Angeles

Snapshot Date: 11/01/2018

Personnel Transactions Summary

Job Group: 8 - Natural Resources, Construction, and Maintenance Occupations

Transaction Dates: 11/01/2017 To 10/31/2018

	Applicants				*Hires*			*Terminations (I)*			*Terminations (V)*		
	Males	**Females**	**UNKNOWN (GENDER)**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	15	0	0	15	0	0	0	0	0	0	0	0	0
Afr. Amer.	4	0	0	4	0	0	0	0	0	0	0	0	0
Hispanic	66	4	0	70	1	0	1	3	0	3	0	0	0
Asian	5	0	1	6	0	0	0	0	0	0	0	0	0
Nat. Amer.	8	0	1	9	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	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	16	1	9	26									
Total	115	5	11	131	1	0	1	3	0	3	0	0	0
Total Minority	84	4	2	90	1	0	1	3	0	3	0	0	0

	Promotions From			*Promotions Into*			*Promotions Within*		
	Males	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	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	0	0	0	0	0	1	0	1
Total Minority	0	0	0	0	0	0	1	0	1

California State University, Los Angeles

Snapshot Date: 11/01/2018

Personnel Transactions Summary

Job Group: 9 - Office and Administrative Support Occupations

Transaction Dates: 11/01/2017 To 10/31/2018

	Applicants				*Hires*			*Terminations (I)*			*Terminations (V)*		
	Males	**Females**	**UNKNOWN (GENDER)**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	391	914	11	1316	4	6	10	3	7	10	0	0	0
Afr. Amer.	276	1,025	21	1322	2	6	8	1	2	3	0	0	0
Hispanic	999	2,782	3	3784	8	26	34	6	19	25	0	0	0
Asian	516	933	26	1475	2	7	9	0	6	6	0	0	0
Nat. Amer.	94	230	2	326	0	0	0	0	0	0	0	0	0
NHOPI	21	102	0	123	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	2	2	0	0	0	0	0	0
Unknown (Race)	307	649	231	1187									
Total	2604	6635	294	9533	16	47	63	10	34	44	0	0	0
Total Minority	1906	5072	52	7030	12	41	53	7	27	34	0	0	0

	Promotions From			*Promotions Into*			*Promotions Within*		
	Males	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	1	0	1	0	0	0	0	1	1
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	2	2	1	2	3	2	5	7
Asian	0	2	2	0	2	2	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	1	4	5	1	4	5	2	6	8
Total Minority	0	4	4	1	4	5	2	5	7

California State University, Los Angeles

Data Collection Analysis/Hiring Benchmark (Protected Veterans)*

Current Snapshot Date: 11/01/2018

Category	11/1/18
Job Openings	829
Jobs Filled	808
Applicants for all jobs	19,032
Applicants who self-identified as Protected Veterans	0
Applicants Hired	749
Protected Veterans Hired	3
Hiring Benchmark**	6.4
Overall protected veterans hired (%)	0.4

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

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

California State University, Los Angeles

Data Collection Analysis/Utilization Analysis (Disability)*

Current Snapshot Date: 11/01/2018

Category	11/1/18		
Job Openings	829		
Jobs Filled	808		
Applicants for all jobs	19,032		
Applicants who self-identified as individual(s) with Disability	0		
Applicants Hired	749		
Individual(s) with Disability Hired	0		
Nationwide utilization goal for qualified individuals with disabilities (%)**	7.0		
Total incumbency of individuals with disabilities (%)	0.0		
Job Group	**EE #**	**EE IWD #**	**EE IWD %**
1 - Business and Financial Operations Occupations	49	0	0.0
10 - Student and Academic Affairs and Other Education Services Occupations	204	0	0.0
11 - Production, Transportation, and Material Moving Occupations	3	N/A	N/A
12 - Postsecondary Teachers	1,766	0	0.0
14 - Service Occupations	110	0	0.0
2 - Community Service, Legal, Arts, and Media Occupations	28	0	0.0
3 - Computer, Engineering, and Science Occupations	92	0	0.0
4 - Graduate Assistants	135	0	0.0
5 - Healthcare Practitioners and Technical Occupations	17	0	0.0
6 - Librarians, Curators, and Archivists	11	0	0.0
7 - Management Occupations	193	0	0.0
8 - Natural Resources, Construction, and Maintenance Occupations	58	0	0.0

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

** Current utilization goal as established by the OFCCP.

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

California State University, Los Angeles

Data Collection Analysis/Utilization Analysis (Disability)*

Current Snapshot Date: 11/01/2018

Category	11/1/18		
Job Openings	829		
Jobs Filled	808		
Applicants for all jobs	19,032		
Applicants who self-identified as individual(s) with Disability	0		
Applicants Hired	749		
Individual(s) with Disability Hired	0		
Nationwide utilization goal for qualified individuals with disabilities (%)**	7.0		
Total incumbency of individuals with disabilities (%)	0.0		
Job Group	**EE #**	**EE IWD #**	**EE IWD %**
9 - Office and Administrative Support Occupations	296	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.