EXECUTIVE ORDER 11246 AFFIRMATIVE ACTION PLAN (AAP)

for

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

January 1, 2021 – December 31, 2021

Dun's #: 08-497-5452
EIN (tax) #: 95-4386558

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) 343-3040
acamero6@calstatela.edu

William A. Covino
President

Aundreia M. Cameron
Title IX Officer and Director of Human Resources
Equity and Diversity Policies and Procedures

CALIFORNIA STATE UNIVERSITY, LOS ANGELES AAP

TABLE OF CONTENTS

Background 3
Applicable Affirmative Action Laws and Regulations 3
Covered Groups Under Affirmative Action Laws and Regulations 4
Program Terminology 6
Reliance on EEOC's Guidelines 6
Reporting Period 6
Statement of Purpose for Parts I and II 7

PART I: AFFIRMATIVE ACTION PLAN FOR MINORITIES AND WOMEN 8

Table of Contents 9
Chapter 1: Organizational Profile 10
Chapter 2: Job Group Analysis 11
Chapter 3: Placement of Incumbents in Job Groups 12
Chapter 4: Determining Availability 13
Chapter 5: Comparing Incumbency to Availability 14
Chapter 6: Placement Goals 15
Chapter 7: Designation of Responsibility 17
Chapter 8: Identification of Problem Areas 21
Chapter 9: Action-Oriented Programs 22
Chapter 10: Internal Audit and Reporting 24

PART II: AFFIRMATIVE ACTION PLAN FOR PROTECTED VETERANS AND INDIVIDUALS WITH DISABILITIES 25

Table of Contents 26
Chapter A: Policy Statement 27
Chapter B: Review of Personnel Processes 29
Chapter C: Physical and Mental Qualifications 30
Chapter D: Reasonable Accommodation to Physical and Mental Limitations 31
Chapter E: Harassment 32
Chapter F: External Dissemination of Policy, Outreach and Positive Recruitment 33
Chapter G: Internal Dissemination of Policy 34
Chapter H: Audit and Reporting System 35
Chapter I: Responsibility for Implementation 36
Chapter J: Training 40
Chapter K: Data Collection Analysis 41
Chapter L: Compensation 42

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, 2021 – December 31, 2021**
- Transaction period: **November 1, 2020 – October 31, 2020**

STATEMENT OF PURPOSE FOR PARTS I AND II

This AAP has been designed to bring women and men, members of minority groups, protected veterans, and individuals with disabilities into all levels and segments of 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, 2021 – DECEMBER 31, 2021

PART I

AAP FOR MINORITIES AND WOMEN

TABLE OF CONTENTS

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

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

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

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

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

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

ADDITIONAL REQUIRED ELEMENTS OF AFFIRMATIVE ACTION PROGRAMS

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

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

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

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

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, 2020.

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, 2020.

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

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

"Availability" is an estimate of the proportion of each 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, 2020 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, 2021 – DECEMBER 31, 2021

PART II

AAP FOR PROTECTED VETERANS AND INDIVIDUALS WITH DISABILITIES

TABLE OF CONTENTS

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

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

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

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

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

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

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

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

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

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

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

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

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: 1/25/21

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 5.7% 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 5.7% 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: 11/01/2020

Workforce Analysis

Organizational Unit: AA Faculty Affairs

		Total		Total								
Job Code	**Job Title**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
1170	Cnfdntl Office Support 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
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
3300	Administrator IV	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**3**	**2**	**Male #**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**66.7**	**Male %**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**3**	**1**	**0**	**2**	**0**	**0**	**0**	**0**
				Female%	**100.0**	**33.3**	**0.0**	**66.7**	**0.0**	**0.0**	**0.0**	**0.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: AASE

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	2	2	**Male**	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
2358 - AASE	Lecturer AY	28	24	**Male**	14	3	1	6	4	0	0	0
				Female	14	1	1	4	7	0	0	1
2360 - AASE	Instr Fac AY	15	10	**Male**	7	3	1	3	0	0	0	0
				Female	8	2	0	2	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 #	**46**	**36**	**Male #**	**21**	**6**	**2**	**9**	**4**	**0**	**0**	**0**
	Grand Total %		**78.3**	**Male %**	**45.7**	**13.0**	**4.3**	**19.6**	**8.7**	**0.0**	**0.0**	**0.0**
				Female #	**25**	**4**	**1**	**6**	**13**	**0**	**0**	**1**
				Female%	**54.3**	**8.7**	**2.2**	**13.0**	**28.3**	**0.0**	**0.0**	**2.2**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Academic Advisement Center-ULS

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1032	Admin Support Assistant 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3082	SSP II	5	5	**Male**	2	0	0	2	0	0	0	0
				Female	3	0	0	1	2	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	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**8**	**7**	**Male #**	**4**	**1**	**0**	**3**	**0**	**0**	**0**	**0**
	Grand Total %		**87.5**	**Male %**	**50.0**	**12.5**	**0.0**	**37.5**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**4**	**0**	**0**	**2**	**2**	**0**	**0**	**0**
				Female%	**50.0**	**0.0**	**0.0**	**25.0**	**25.0**	**0.0**	**0.0**	**0.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Academic Senate

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

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Academic Technology

		Total		Total								
Job Code	**Job Title**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
1032	Admin Support Assistant 12 Mo	2	2	**Male**	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
1035	Admin Support Coord 12 Mo	4	4	**Male**	2	0	0	2	0	0	0	0
				Female	2	0	0	2	0	0	0	0
420	Info Tech Consultant 12 Mo	4	4	**Male**	3	0	0	1	2	0	0	0
				Female	1	0	0	1	0	0	0	0
2635	Stdnt Pers Tech,Financial Aids	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	2	2	**Male**	1	0	0	1	0	0	0	0
				Female	1	0	1	0	0	0	0	0
3084	SSP III	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3312	Administrator II	2	1	**Male**	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**16**	**15**	**Male #**	**9**	**1**	**0**	**5**	**2**	**0**	**0**	**1**
	Grand Total %		**93.8**	**Male %**	**56.3**	**6.3**	**0.0**	**31.3**	**12.5**	**0.0**	**0.0**	**6.3**
				Female #	**7**	**0**	**1**	**6**	**0**	**0**	**0**	**0**
				Female%	**43.8**	**0.0**	**6.3**	**37.5**	**0.0**	**0.0**	**0.0**	**0.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Accounting Department

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2358 - Accounting Department	Lecturer AY	10	3	**Male**	8	5	1	1	1	0	0	0
				Female	2	2	0	0	0	0	0	0
2360 - Accounting Department	Instr Fac AY	17	12	**Male**	6	3	0	0	3	0	0	0
				Female	11	2	1	0	7	0	0	1
2481 - Accounting Department	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**	**16**	**Male #**	**15**	**9**	**1**	**1**	**4**	**0**	**0**	**0**
	Grand Total %		**55.2**	**Male %**	**51.7**	**31.0**	**3.4**	**3.4**	**13.8**	**0.0**	**0.0**	**0.0**
				Female #	**14**	**4**	**1**	**1**	**7**	**0**	**0**	**1**
				Female%	**48.3**	**13.8**	**3.4**	**3.4**	**24.1**	**0.0**	**0.0**	**3.4**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Administrative Technology

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
420	Info Tech Consultant 12 Mo	5	4	**Male**	5	1	0	0	4	0	0	0
				Female	0	0	0	0	0	0	0	0
3312	Administrator II	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**6**	**4**	**Male #**	**6**	**2**	**0**	**0**	**4**	**0**	**0**	**0**
	Grand Total %		**66.7**	**Male %**	**100.0**	**33.3**	**0.0**	**0.0**	**66.7**	**0.0**	**0.0**	**0.0**
				Female #	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Admissions

		Total			Total							
Job Code	**Job Title**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
1032	Admin Support Assistant 12 Mo	4	3	**Male**	0	0	0	0	0	0	0	0
				Female	4	1	1	1	1	0	0	0
1035	Admin Support Coord 12 Mo	4	3	**Male**	0	0	0	0	0	0	0	0
				Female	4	1	0	2	1	0	0	0
2634	Evaluator Trainee	2	2	**Male**	1	0	0	0	1	0	0	0
				Female	1	0	0	1	0	0	0	0
2632	Evaluator I	6	5	**Male**	1	1	0	0	0	0	0	0
				Female	5	0	0	5	0	0	0	0
2633	Evaluator II	6	5	**Male**	2	0	0	0	2	0	0	0
				Female	4	1	0	2	0	0	0	1
3082	SSP II	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	1	1	**Male**	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
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
3318	Administrator I	2	1	**Male**	1	0	0	0	0	0	0	1
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**27**	**22**	**Male #**	**6**	**1**	**0**	**0**	**4**	**0**	**0**	**1**
	Grand Total %		**81.5**	**Male %**	**22.2**	**3.7**	**0.0**	**0.0**	**14.8**	**0.0**	**0.0**	**3.7**
				Female #	**21**	**4**	**1**	**13**	**2**	**0**	**0**	**1**
				Female%	**77.8**	**14.8**	**3.7**	**48.1**	**7.4**	**0.0**	**0.0**	**3.7**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Alumni Affairs

		Total		Total								
Job Code	**Job Title**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
1035	Admin Support Coord 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3318	Administrator I	2	2	**Male**	0	0	0	0	0	0	0	0
				Female	2	0	0	0	1	0	0	1
3312	Administrator II	2	1	**Male**	1	1	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
	Grand Total #	**5**	**4**	**Male #**	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**80.0**	**Male %**	**20.0**	**20.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**4**	**0**	**0**	**2**	**1**	**0**	**0**	**1**
				Female%	**80.0**	**0.0**	**0.0**	**40.0**	**20.0**	**0.0**	**0.0**	**20.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Animal Care

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1577	Instructional Support Asst I	1	1	**Male**	1	0	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0
1617	Instructional Support Tech II	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
	Grand Total #	**2**	**2**	**Male #**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**1**
	Grand Total %		**100.0**	**Male %**	**50.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**50.0**
				Female #	**1**	**0**	**0**	**1**	**0**	**0**	**0**	**0**
				Female%	**50.0**	**0.0**	**0.0**	**50.0**	**0.0**	**0.0**	**0.0**	**0.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Annual Fund

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

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Anthropology

		Total		Total								
Job Code	**Job Title**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
2354 - Anthropology	Teaching Associate AY	7	6	**Male**	1	0	0	1	0	0	0	0
				Female	6	1	0	5	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 - Anthropology	Lecturer AY	9	3	**Male**	2	0	0	0	0	0	0	2
				Female	7	6	0	0	0	0	0	1
2360 - Anthropology	Instr Fac AY	10	5	**Male**	3	1	0	1	0	0	0	1
				Female	7	4	0	1	2	0	0	0
2481 - Anthropology	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 #	**28**	**15**	**Male #**	**6**	**1**	**0**	**2**	**0**	**0**	**0**	**3**
	Grand Total %		**53.6**	**Male %**	**21.4**	**3.6**	**0.0**	**7.1**	**0.0**	**0.0**	**0.0**	**10.7**
				Female #	**22**	**12**	**0**	**7**	**2**	**0**	**0**	**1**
				Female%	**78.6**	**42.9**	**0.0**	**25.0**	**7.1**	**0.0**	**0.0**	**3.6**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Applied Gerontology Institute

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1
2481 - Applied Gerontology Institute	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 #	**2**	**2**	**Male #**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**100.0**	**Male %**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**2**	**0**	**0**	**1**	**0**	**0**	**0**	**1**
				Female%	**100.0**	**0.0**	**0.0**	**50.0**	**0.0**	**0.0**	**0.0**	**50.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Art

		Total		Total								
Job Code	**Job Title**	**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	3	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
2354 - Art	Teaching Associate AY	2	2	**Male**	1	0	0	1	0	0	0	0
				Female	1	0	0	0	0	0	0	1
1615	Instructional Support Tech I	2	1	**Male**	1	1	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 - Art	Lecturer AY	40	14	**Male**	20	12	0	6	1	0	0	1
				Female	20	14	0	3	2	0	0	1
2360 - Art	Instr Fac AY	13	7	**Male**	11	4	1	3	0	0	1	2
				Female	2	2	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 #	**64**	**30**	**Male #**	**33**	**17**	**1**	**10**	**1**	**0**	**1**	**3**
	Grand Total %		**46.9**	**Male %**	**51.6**	**26.6**	**1.6**	**15.6**	**1.6**	**0.0**	**1.6**	**4.7**
				Female #	**31**	**17**	**1**	**8**	**3**	**0**	**0**	**2**
				Female%	**48.4**	**26.6**	**1.6**	**12.5**	**4.7**	**0.0**	**0.0**	**3.1**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Arts & Letters--Dean

		Total		Total								
Job Code	**Job Title**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
1035	Admin Support Coord 12 Mo	2	1	**Male**	1	1	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	3	3	**Male**	0	0	0	0	0	0	0	0
				Female	3	0	0	3	0	0	0	0
3082	SSP II	4	3	**Male**	1	1	0	0	0	0	0	0
				Female	3	0	0	3	0	0	0	0
420	Info Tech Consultant 12 Mo	2	2	**Male**	2	0	0	1	1	0	0	0
				Female	0	0	0	0	0	0	0	0
7013	Equip Tech II, Electronic	2	1	**Male**	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3084	SSP III	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2358 - Arts & Letters--Dean	Lecturer AY	2	1	**Male**	1	0	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
800	Pub Affairs/Comm Spec 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
7023	Equip Tech III, Electronic	1	0	**Male**	0	0	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
3312	Administrator II	2	2	**Male**	0	0	0	0	0	0	0	0
				Female	2	0	0	1	1	0	0	0
3306	Administrator III	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3300	Administrator IV	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Arts & Letters--Dean

Job Code	Job Title		Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
		Grand Total #	23	15	Male #	8	4	0	3	1	0	0	0
		Grand Total %		65.2	Male %	34.8	17.4	0.0	13.0	4.3	0.0	0.0	0.0
					Female #	15	4	0	10	1	0	0	0
					Female%	65.2	17.4	0.0	43.5	4.3	0.0	0.0	0.0

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Asian American Studies

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	1	**Male**	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2358 - Asian American Studies	Lecturer AY	1	1	**Male**	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
2360 - Asian American Studies	Instr Fac AY	3	3	**Male**	1	0	0	0	1	0	0	0
				Female	2	0	0	0	1	0	0	1
	Grand Total #	**5**	**5**	**Male #**	**3**	**0**	**0**	**1**	**2**	**0**	**0**	**0**
	Grand Total %		**100.0**	**Male %**	**60.0**	**0.0**	**0.0**	**20.0**	**40.0**	**0.0**	**0.0**	**0.0**
				Female #	**2**	**0**	**0**	**0**	**1**	**0**	**0**	**1**
				Female%	**40.0**	**0.0**	**0.0**	**0.0**	**20.0**	**0.0**	**0.0**	**20.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Athletics Department

		Total		Total								
Job Code	**Job Title**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
2384 - Athletics Department	Coaching Assistant AY	9	4	**Male**	7	5	2	0	0	0	0	0
				Female	2	0	0	2	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	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	1	1	**Male**	1	0	0	1	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	1	0	0	0	0	0
				Female	2	0	0	0	0	1	0	1
3312	Administrator II	4	2	**Male**	4	2	1	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
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
3306	Administrator III	2	1	**Male**	2	1	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2373 - Athletics Department	Head Coach 12 Mo	7	3	**Male**	6	4	0	2	0	0	0	0
				Female	1	0	1	0	0	0	0	0
3300	Administrator IV	1	1	**Male**	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**30**	**15**	**Male #**	**23**	**13**	**6**	**4**	**0**	**0**	**0**	**0**
	Grand Total %		**50.0**	**Male %**	**76.7**	**43.3**	**20.0**	**13.3**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**7**	**2**	**1**	**2**	**0**	**1**	**0**	**1**
				Female%	**23.3**	**6.7**	**3.3**	**6.7**	**0.0**	**3.3**	**0.0**	**3.3**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Audiology Doctorate Program

		Total			Total							
Job Code	**Job Title**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
2358 - Audiology Doctorate Program	Lecturer AY	3	0	**Male**	0	0	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
	Grand Total #	**3**	**0**	**Male #**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**0.0**	**Male %**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**3**	**3**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**100.0**	**100.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Automotive

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
6270	Auto/Equipment Mechanic	2	2	**Male**	2	0	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**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: AVP Enrollment Mgt Office

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1038	Admin Analyst/Spclst 12 Mo	2	1	**Male**	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
3312	Administrator II	2	1	**Male**	1	0	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3306	Administrator III	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
	Grand Total #	**5**	**3**	**Male #**	**1**	**0**	**0**	**1**	**0**	**0**	**0**	**0**
	Grand Total %		**60.0**	**Male %**	**20.0**	**0.0**	**0.0**	**20.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**4**	**2**	**0**	**2**	**0**	**0**	**0**	**0**
				Female%	**80.0**	**40.0**	**0.0**	**40.0**	**0.0**	**0.0**	**0.0**	**0.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: AVP Facilities and Planning

		Total			Total							
Job Code	**Job Title**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
3312	Administrator II	2	1	**Male**	1	1	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
3306	Administrator III	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**3**	**1**	**Male #**	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**33.3**	**Male %**	**33.3**	**33.3**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**2**	**1**	**0**	**0**	**1**	**0**	**0**	**0**
				Female%	**66.7**	**33.3**	**0.0**	**0.0**	**33.3**	**0.0**	**0.0**	**0.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: AVP Financial Services

		Total		Total								
Job Code	**Job Title**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
1038	Admin Analyst/Spclst 12 Mo	2	1	**Male**	1	1	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
3312	Administrator II	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3300	Administrator IV	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
	Grand Total #	**5**	**3**	**Male #**	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**60.0**	**Male %**	**20.0**	**20.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**4**	**1**	**1**	**1**	**0**	**0**	**0**	**1**
				Female%	**80.0**	**20.0**	**20.0**	**20.0**	**0.0**	**0.0**	**0.0**	**20.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: AVP Student Service Office

		Total		Total								
Job Code	**Job Title**	**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	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3312	Administrator II	3	2	**Male**	1	0	0	0	0	0	0	1
				Female	2	1	0	1	0	0	0	0
3318	Administrator I	1	1	**Male**	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
3306	Administrator III	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**7**	**5**	**Male #**	**2**	**0**	**0**	**0**	**1**	**0**	**0**	**1**
	Grand Total %		**71.4**	**Male %**	**28.6**	**0.0**	**0.0**	**0.0**	**14.3**	**0.0**	**0.0**	**14.3**
				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**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: B;E Advisement Center

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	1	**Male**	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3082	SSP II	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
3312	Administrator II	1	1	**Male**	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**3**	**3**	**Male #**	**2**	**0**	**1**	**1**	**0**	**0**	**0**	**0**
	Grand Total %		**100.0**	**Male %**	**66.7**	**0.0**	**33.3**	**33.3**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**1**	**0**	**0**	**0**	**1**	**0**	**0**	**0**
				Female%	**33.3**	**0.0**	**0.0**	**0.0**	**33.3**	**0.0**	**0.0**	**0.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: B;E Strategic Communicatns Grp

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

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Baseline

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
440	Equip Systems Specialist 12 Mo	2	2	**Male**	2	0	0	1	1	0	0	0
				Female	0	0	0	0	0	0	0	0
410	Operating Sys Analyst 12 Mo	1	1	**Male**	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
420	Info Tech Consultant 12 Mo	2	1	**Male**	0	0	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0
	Grand Total #	**5**	**4**	**Male #**	**3**	**0**	**0**	**2**	**1**	**0**	**0**	**0**
	Grand Total %		**80.0**	**Male %**	**60.0**	**0.0**	**0.0**	**40.0**	**20.0**	**0.0**	**0.0**	**0.0**
				Female #	**2**	**1**	**0**	**0**	**1**	**0**	**0**	**0**
				Female%	**40.0**	**20.0**	**0.0**	**0.0**	**20.0**	**0.0**	**0.0**	**0.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Biology and Microbiology

		Total			Total							
Job Code	**Job Title**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
2355	Graduate Assistant	6	3	**Male**	3	1	0	1	1	0	0	0
				Female	3	2	0	0	0	0	0	1
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
2358 - Biology and Microbiology	Lecturer AY	23	15	**Male**	12	5	0	3	3	0	0	1
				Female	11	3	0	4	3	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
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	19	8	**Male**	9	5	0	2	2	0	0	0
				Female	10	6	0	2	2	0	0	0
2481 - Biology and Microbiology	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 #	**56**	**32**	**Male #**	**26**	**11**	**1**	**7**	**6**	**0**	**0**	**1**
	Grand Total %		**57.1**	**Male %**	**46.4**	**19.6**	**1.8**	**12.5**	**10.7**	**0.0**	**0.0**	**1.8**
				Female #	**30**	**13**	**0**	**8**	**7**	**0**	**0**	**2**
				Female%	**53.6**	**23.2**	**0.0**	**14.3**	**12.5**	**0.0**	**0.0**	**3.6**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Budget Office

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
5287	Budget Analyst	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	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
	Grand Total #	**5**	**5**	**Male #**	**2**	**0**	**0**	**0**	**2**	**0**	**0**	**0**
	Grand Total %		**100.0**	**Male %**	**40.0**	**0.0**	**0.0**	**0.0**	**40.0**	**0.0**	**0.0**	**0.0**
				Female #	**3**	**0**	**0**	**1**	**2**	**0**	**0**	**0**
				Female%	**60.0**	**0.0**	**0.0**	**20.0**	**40.0**	**0.0**	**0.0**	**0.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Building Services

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
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
6700	Sprvsng Building Svc Engnr	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**8**	**7**	**Male #**	**8**	**1**	**0**	**5**	**2**	**0**	**0**	**0**
	Grand Total %		**87.5**	**Male %**	**100.0**	**12.5**	**0.0**	**62.5**	**25.0**	**0.0**	**0.0**	**0.0**
				Female #	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Business and Economics--Dean

Job Code	Job Title	Total EMP	Total MIN		Total 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
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
2358 - Business and Economics--Dean	Lecturer AY	6	5	**Male**	2	0	0	1	1	0	0	0
				Female	4	1	0	1	1	0	0	1
3082	SSP II	4	4	**Male**	2	0	0	1	1	0	0	0
				Female	2	0	0	1	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
3312	Administrator II	1	1	**Male**	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3306	Administrator III	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3300	Administrator IV	1	1	**Male**	1	0	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**18**	**16**	**Male #**	**7**	**0**	**0**	**4**	**2**	**0**	**0**	**1**
	Grand Total %		**88.9**	**Male %**	**38.9**	**0.0**	**0.0**	**22.2**	**11.1**	**0.0**	**0.0**	**5.6**
				Female #	**11**	**2**	**0**	**5**	**3**	**0**	**0**	**1**
				Female%	**61.1**	**11.1**	**0.0**	**27.8**	**16.7**	**0.0**	**0.0**	**5.6**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Business Financial Services

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1741	Accounting Technician II	4	2	**Male**	0	0	0	0	0	0	0	0
				Female	4	2	1	0	1	0	0	0
1740	Accounting Technician III	7	7	**Male**	2	0	0	2	0	0	0	0
				Female	5	0	0	3	2	0	0	0
1762	Accountant I	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
4555	Accountant II	3	2	**Male**	0	0	0	0	0	0	0	0
				Female	3	1	0	0	2	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	1	1	**Male**	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3306	Administrator III	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
	Grand Total #	**18**	**15**	**Male #**	**4**	**0**	**0**	**4**	**0**	**0**	**0**	**0**
	Grand Total %		**83.3**	**Male %**	**22.2**	**0.0**	**0.0**	**22.2**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**14**	**3**	**1**	**3**	**7**	**0**	**0**	**0**
				Female%	**77.8**	**16.7**	**5.6**	**16.7**	**38.9**	**0.0**	**0.0**	**0.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Cal State Teach

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2630	Credential Analyst II	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3306	Administrator III	1	1	**Male**	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**2**	**2**	**Male #**	**1**	**0**	**1**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**100.0**	**Male %**	**50.0**	**0.0**	**50.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**1**	**0**	**0**	**1**	**0**	**0**	**0**	**0**
				Female%	**50.0**	**0.0**	**0.0**	**50.0**	**0.0**	**0.0**	**0.0**	**0.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Career Center

Job Code	Job Title	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	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
3082	SSP II	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3084	SSP III	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3318	Administrator I	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3312	Administrator II	1	1	**Male**	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**6**	**3**	**Male #**	**2**	**1**	**0**	**0**	**1**	**0**	**0**	**0**
	Grand Total %		**50.0**	**Male %**	**33.3**	**16.7**	**0.0**	**0.0**	**16.7**	**0.0**	**0.0**	**0.0**
				Female #	**4**	**2**	**0**	**2**	**0**	**0**	**0**	**0**
				Female%	**66.7**	**33.3**	**0.0**	**33.3**	**0.0**	**0.0**	**0.0**	**0.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Carpenter Shop

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
6251	Facilities Worker II	2	2	**Male**	2	0	0	2	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
6474	Sprvsng Carpenter	1	1	**Male**	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**7**	**5**	**Male #**	**7**	**2**	**0**	**5**	**0**	**0**	**0**	**0**
	Grand Total %		**71.4**	**Male %**	**100.0**	**28.6**	**0.0**	**71.4**	**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**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: CC - SSF-Career Services

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

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Center for ESPG

		Total		Total								
Job Code	**Job Title**	**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	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3082	SSP II	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
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**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Central Store

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1508	Warehouse Worker	1	1	**Male**	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	1	1	**Male**	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**2**	**2**	**Male #**	**2**	**0**	**0**	**2**	**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**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: CETL

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1
420	Info Tech Consultant 12 Mo	5	4	**Male**	5	1	0	3	1	0	0	0
				Female	0	0	0	0	0	0	0	0
3312	Administrator II	2	1	**Male**	0	0	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0
	Grand Total #	**8**	**6**	**Male #**	**5**	**1**	**0**	**3**	**1**	**0**	**0**	**0**
	Grand Total %		**75.0**	**Male %**	**62.5**	**12.5**	**0.0**	**37.5**	**12.5**	**0.0**	**0.0**	**0.0**
				Female #	**3**	**1**	**0**	**0**	**1**	**0**	**0**	**1**
				Female%	**37.5**	**12.5**	**0.0**	**0.0**	**12.5**	**0.0**	**0.0**	**12.5**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Charter College of Ed - Dean

		Total		Total								
Job Code	**Job Title**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
1032	Admin Support Assistant 12 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
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
1038	Admin Analyst/Spclst 12 Mo	4	3	**Male**	0	0	0	0	0	0	0	0
				Female	4	1	0	3	0	0	0	0
3082	SSP II	3	2	**Male**	0	0	0	0	0	0	0	0
				Female	3	1	0	2	0	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
2358 - Charter College of Ed - Dean	Lecturer AY	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
420	Info Tech Consultant 12 Mo	2	2	**Male**	2	0	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	0
3312	Administrator II	2	2	**Male**	1	0	0	1	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3306	Administrator III	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
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 #	**18**	**12**	**Male #**	**3**	**0**	**0**	**1**	**2**	**0**	**0**	**0**
	Grand Total %		**66.7**	**Male %**	**16.7**	**0.0**	**0.0**	**5.6**	**11.1**	**0.0**	**0.0**	**0.0**
				Female #	**15**	**6**	**0**	**7**	**2**	**0**	**0**	**0**
				Female%	**83.3**	**33.3**	**0.0**	**38.9**	**11.1**	**0.0**	**0.0**	**0.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Chemistry & Biochemistry

		Total		Total								
Job Code	**Job Title**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
2355	Graduate Assistant	2	1	**Male**	1	1	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
1032	Admin Support Assistant 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	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 - Chemistry & Biochemistry	Lecturer AY	27	16	**Male**	17	8	1	0	7	0	0	1
				Female	10	3	0	2	5	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	10	**Male**	8	4	1	1	1	0	0	1
				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	1	**Male**	1	0	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**52**	**35**	**Male #**	**33**	**14**	**4**	**2**	**10**	**0**	**0**	**3**
	Grand Total %		**67.3**	**Male %**	**63.5**	**26.9**	**7.7**	**3.8**	**19.2**	**0.0**	**0.0**	**5.8**
				Female #	**19**	**3**	**1**	**6**	**9**	**0**	**0**	**0**
				Female%	**36.5**	**5.8**	**1.9**	**11.5**	**17.3**	**0.0**	**0.0**	**0.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Chicano Studies

		Total		Total								
Job Code	**Job Title**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
2355	Graduate Assistant	7	7	**Male**	3	0	0	3	0	0	0	0
				Female	4	0	0	4	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 - Chicano Studies	Lecturer AY	19	18	**Male**	9	0	0	9	0	0	0	0
				Female	10	1	0	9	0	0	0	0
2360 - Chicano Studies	Instr Fac AY	5	5	**Male**	3	0	0	3	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 #	**33**	**32**	**Male #**	**15**	**0**	**0**	**15**	**0**	**0**	**0**	**0**
	Grand Total %		**97.0**	**Male %**	**45.5**	**0.0**	**0.0**	**45.5**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**18**	**1**	**0**	**17**	**0**	**0**	**0**	**0**
				Female%	**54.5**	**3.0**	**0.0**	**51.5**	**0.0**	**0.0**	**0.0**	**0.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Child & Family Studies

		Total		Total								
Job Code	**Job Title**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
2355	Graduate Assistant	12	10	**Male**	0	0	0	0	0	0	0	0
				Female	12	2	0	6	3	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 - Child & Family Studies	Lecturer AY	44	32	**Male**	7	3	0	3	1	0	0	0
				Female	37	9	3	18	3	1	0	3
2360 - Child & Family Studies	Instr Fac AY	10	6	**Male**	1	0	0	1	0	0	0	0
				Female	9	4	0	2	2	0	0	1
2481 - Child & Family 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 #	**68**	**49**	**Male #**	**8**	**3**	**0**	**4**	**1**	**0**	**0**	**0**
	Grand Total %		**72.1**	**Male %**	**11.8**	**4.4**	**0.0**	**5.9**	**1.5**	**0.0**	**0.0**	**0.0**
				Female #	**60**	**16**	**3**	**27**	**8**	**1**	**0**	**5**
				Female%	**88.2**	**23.5**	**4.4**	**39.7**	**11.8**	**1.5**	**0.0**	**7.4**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Civil Engineering

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2354 - Civil Engineering	Teaching Associate AY	1	1	**Male**	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
2358 - Civil Engineering	Lecturer AY	16	12	**Male**	15	4	1	2	7	0	0	1
				Female	1	0	0	0	1	0	0	0
2360 - Civil Engineering	Instr Fac AY	9	5	**Male**	6	3	0	2	1	0	0	0
				Female	3	1	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 #	**28**	**18**	**Male #**	**23**	**8**	**1**	**4**	**9**	**0**	**0**	**1**
	Grand Total %		**64.3**	**Male %**	**82.1**	**28.6**	**3.6**	**14.3**	**32.1**	**0.0**	**0.0**	**3.6**
				Female #	**5**	**2**	**0**	**1**	**2**	**0**	**0**	**0**
				Female%	**17.9**	**7.1**	**0.0**	**3.6**	**7.1**	**0.0**	**0.0**	**0.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: College of Ethnic Studies

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1038	Admin Analyst/Spclst 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
3312	Administrator II	1	1	**Male**	1	0	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0
3306	Administrator III	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
	Grand Total #	**3**	**3**	**Male #**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**1**
	Grand Total %		**100.0**	**Male %**	**33.3**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**33.3**
				Female #	**2**	**0**	**1**	**0**	**1**	**0**	**0**	**0**
				Female%	**66.7**	**0.0**	**33.3**	**0.0**	**33.3**	**0.0**	**0.0**	**0.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Communication Disorders

		Total		Total								
Job Code	**Job Title**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
1032	Admin Support Assistant 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
1035	Admin Support Coord 12 Mo	2	2	**Male**	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
2358 - Communication Disorders	Lecturer AY	21	9	**Male**	6	4	0	1	1	0	0	0
				Female	15	8	0	3	1	0	0	3
2360 - Communication Disorders	Instr Fac AY	9	5	**Male**	3	2	0	0	1	0	0	0
				Female	6	2	0	2	1	0	0	1
2403 - Communication Disorders	FT Faculty Unit-Addtl Emplymt	1	1	**Male**	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
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 #	**35**	**18**	**Male #**	**10**	**6**	**1**	**1**	**2**	**0**	**0**	**0**
	Grand Total %		**51.4**	**Male %**	**28.6**	**17.1**	**2.9**	**2.9**	**5.7**	**0.0**	**0.0**	**0.0**
				Female #	**25**	**11**	**0**	**7**	**3**	**0**	**0**	**4**
				Female%	**71.4**	**31.4**	**0.0**	**20.0**	**8.6**	**0.0**	**0.0**	**11.4**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Communication Studies

		Total		Total								
Job Code	**Job Title**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
2355	Graduate Assistant	4	2	**Male**	1	1	0	0	0	0	0	0
				Female	3	1	0	1	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**	4	0	0	4	0	0	0	0
				Female	11	4	1	4	2	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	21	12	**Male**	9	5	0	2	1	1	0	0
				Female	12	4	2	3	1	0	0	2
2360 - Communication Studies	Instr Fac AY	12	8	**Male**	5	2	0	0	3	0	0	0
				Female	7	2	1	1	3	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 #	**55**	**34**	**Male #**	**20**	**9**	**0**	**6**	**4**	**1**	**0**	**0**
	Grand Total %		**61.8**	**Male %**	**36.4**	**16.4**	**0.0**	**10.9**	**7.3**	**1.8**	**0.0**	**0.0**
				Female #	**35**	**12**	**4**	**9**	**8**	**0**	**0**	**2**
				Female%	**63.6**	**21.8**	**7.3**	**16.4**	**14.5**	**0.0**	**0.0**	**3.6**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Computer Center Office

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

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Computer Science

		Total		Total								
Job Code	**Job Title**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
2354 - Computer Science	Teaching Associate AY	2	2	**Male**	2	0	0	1	1	0	0	0
				Female	0	0	0	0	0	0	0	0
1035	Admin Support Coord 12 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358 - Computer Science	Lecturer AY	11	5	**Male**	9	5	0	1	2	0	0	1
				Female	2	1	0	0	0	0	0	1
2360 - Computer Science	Instr Fac AY	13	8	**Male**	10	4	0	0	6	0	0	0
				Female	3	1	0	0	2	0	0	0
2481 - Computer Science	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**	**16**	**Male #**	**21**	**9**	**0**	**2**	**9**	**0**	**0**	**1**
	Grand Total %		**57.1**	**Male %**	**75.0**	**32.1**	**0.0**	**7.1**	**32.1**	**0.0**	**0.0**	**3.6**
				Female #	**7**	**3**	**0**	**0**	**3**	**0**	**0**	**1**
				Female%	**25.0**	**10.7**	**0.0**	**0.0**	**10.7**	**0.0**	**0.0**	**3.6**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Copy Print Program

Job Code	Job Title	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**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Criminal Justice

		Total		Total								
Job Code	**Job Title**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
2354 - Criminal Justice	Teaching Associate AY	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	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
2358 - Criminal Justice	Lecturer AY	21	10	**Male**	13	6	3	3	1	0	0	0
				Female	8	5	0	1	1	0	0	1
2360 - Criminal Justice	Instr Fac AY	14	7	**Male**	5	2	0	1	1	0	0	1
				Female	9	5	0	0	2	0	0	2
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 #	**38**	**19**	**Male #**	**19**	**8**	**3**	**4**	**2**	**0**	**0**	**2**
	Grand Total %		**50.0**	**Male %**	**50.0**	**21.1**	**7.9**	**10.5**	**5.3**	**0.0**	**0.0**	**5.3**
				Female #	**19**	**11**	**1**	**1**	**3**	**0**	**0**	**3**
				Female%	**50.0**	**28.9**	**2.6**	**2.6**	**7.9**	**0.0**	**0.0**	**7.9**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Curriculum & Instruction

		Total		Total								
Job Code	**Job Title**	**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	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 - Curriculum & Instruction	Lecturer AY	34	19	**Male**	10	4	1	3	0	0	0	2
				Female	24	11	2	4	5	1	0	1
2360 - Curriculum & Instruction	Instr Fac AY	19	10	**Male**	7	2	2	2	1	0	0	0
				Female	12	7	0	3	2	0	0	0
2481 - Curriculum & Instruction	Dept Chair 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1
	Grand Total #	**57**	**33**	**Male #**	**17**	**6**	**3**	**5**	**1**	**0**	**0**	**2**
	Grand Total %		**57.9**	**Male %**	**29.8**	**10.5**	**5.3**	**8.8**	**1.8**	**0.0**	**0.0**	**3.5**
				Female #	**40**	**18**	**2**	**10**	**7**	**1**	**0**	**2**
				Female%	**70.2**	**31.6**	**3.5**	**17.5**	**12.3**	**1.8**	**0.0**	**3.5**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Custodial Dept

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2010	Custodian	52	52	**Male**	24	0	7	15	2	0	0	0
				Female	28	0	0	27	0	1	0	0
2015	Lead Custodian	9	9	**Male**	4	0	3	1	0	0	0	0
				Female	5	0	1	4	0	0	0	0
6223	Laborer	2	2	**Male**	2	0	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3318	Administrator I	1	1	**Male**	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**64**	**64**	**Male #**	**31**	**0**	**11**	**18**	**2**	**0**	**0**	**0**
	Grand Total %		**100.0**	**Male %**	**48.4**	**0.0**	**17.2**	**28.1**	**3.1**	**0.0**	**0.0**	**0.0**
				Female #	**33**	**0**	**1**	**31**	**0**	**1**	**0**	**0**
				Female%	**51.6**	**0.0**	**1.6**	**48.4**	**0.0**	**1.6**	**0.0**	**0.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Desktop Services

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
440	Equip Systems Specialist 12 Mo	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	3	3	**Male**	3	0	0	0	3	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 #	**5**	**5**	**Male #**	**5**	**0**	**0**	**1**	**4**	**0**	**0**	**0**
	Grand Total %		**100.0**	**Male %**	**100.0**	**0.0**	**0.0**	**20.0**	**80.0**	**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**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Development Office

		Total			Total							
Job Code	**Job Title**	**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	2	2	**Male**	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3318	Administrator I	1	1	**Male**	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3312	Administrator II	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**6**	**4**	**Male #**	**1**	**0**	**0**	**1**	**0**	**0**	**0**	**0**
	Grand Total %		**66.7**	**Male %**	**16.7**	**0.0**	**0.0**	**16.7**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**5**	**2**	**0**	**3**	**0**	**0**	**0**	**0**
				Female%	**83.3**	**33.3**	**0.0**	**50.0**	**0.0**	**0.0**	**0.0**	**0.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Distribution Center

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1508	Warehouse Worker	4	4	**Male**	4	0	0	4	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**4**	**4**	**Male #**	**4**	**0**	**0**	**4**	**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**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: DNP-Nursing Restricted

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

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Dreamers Resource Center

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

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Early Entrance Program

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2355	Graduate Assistant	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1035	Admin Support Coord 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
3312	Administrator II	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
	Grand Total #	**3**	**2**	**Male #**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**66.7**	**Male %**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**3**	**1**	**1**	**1**	**0**	**0**	**0**	**0**
				Female%	**100.0**	**33.3**	**33.3**	**33.3**	**0.0**	**0.0**	**0.0**	**0.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Economics & Statistics

		Total		Total								
Job Code	**Job Title**	**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	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 - Economics & Statistics	Lecturer AY	10	4	**Male**	7	5	0	0	2	0	0	0
				Female	3	1	0	1	1	0	0	0
2360 - Economics & Statistics	Instr Fac AY	9	8	**Male**	5	0	1	2	2	0	0	0
				Female	4	1	0	0	3	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 #	**22**	**15**	**Male #**	**13**	**5**	**1**	**2**	**5**	**0**	**0**	**0**
	Grand Total %		**68.2**	**Male %**	**59.1**	**22.7**	**4.5**	**9.1**	**22.7**	**0.0**	**0.0**	**0.0**
				Female #	**9**	**2**	**0**	**2**	**5**	**0**	**0**	**0**
				Female%	**40.9**	**9.1**	**0.0**	**9.1**	**22.7**	**0.0**	**0.0**	**0.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: ECST Student Services

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
3082	SSP II	2	2	**Male**	1	0	0	1	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2358 - ECST Student Services	Lecturer AY	2	0	**Male**	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3084	SSP III	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3312	Administrator II	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
	Grand Total #	**7**	**5**	**Male #**	**2**	**1**	**0**	**1**	**0**	**0**	**0**	**0**
	Grand Total %		**71.4**	**Male %**	**28.6**	**14.3**	**0.0**	**14.3**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**5**	**1**	**0**	**3**	**1**	**0**	**0**	**0**
				Female%	**71.4**	**14.3**	**0.0**	**42.9**	**14.3**	**0.0**	**0.0**	**0.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: EdD in Educational Leadership

		Total			Total							
Job Code	**Job Title**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
1035	Admin Support Coord 12 Mo	1	1	**Male**	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 - EdD in Educational Leadership	Lecturer AY	4	4	**Male**	1	0	0	1	0	0	0	0
				Female	3	0	0	1	2	0	0	0
5680	Research Technician III	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
2360 - EdD in Educational Leadership	Instr Fac AY	2	2	**Male**	0	0	0	0	0	0	0	0
				Female	2	0	0	1	0	0	0	1
	Grand Total #	**9**	**9**	**Male #**	**1**	**0**	**0**	**1**	**0**	**0**	**0**	**0**
	Grand Total %		**100.0**	**Male %**	**11.1**	**0.0**	**0.0**	**11.1**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**8**	**0**	**0**	**4**	**3**	**0**	**0**	**1**
				Female%	**88.9**	**0.0**	**0.0**	**44.4**	**33.3**	**0.0**	**0.0**	**11.1**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Electrical & Computer Engr

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2355	Graduate Assistant	2	2	**Male**	1	0	0	0	1	0	0	0
				Female	1	0	0	1	0	0	0	0
2354 - Electrical & Computer Engr	Teaching Associate AY	1	1	**Male**	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2358 - Electrical & Computer Engr	Lecturer AY	11	6	**Male**	10	4	0	2	3	0	0	1
				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
2360 - Electrical & Computer Engr	Instr Fac AY	7	2	**Male**	4	3	0	0	0	0	0	1
				Female	3	2	0	0	1	0	0	0
2481 - Electrical & Computer Engr	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 #	**23**	**12**	**Male #**	**17**	**7**	**0**	**3**	**5**	**0**	**0**	**2**
	Grand Total %		**52.2**	**Male %**	**73.9**	**30.4**	**0.0**	**13.0**	**21.7**	**0.0**	**0.0**	**8.7**
				Female #	**6**	**4**	**0**	**1**	**1**	**0**	**0**	**0**
				Female%	**26.1**	**17.4**	**0.0**	**4.3**	**4.3**	**0.0**	**0.0**	**0.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Electrical Shop

Job Code	Job Title	Total EMP	Total MIN		Total 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
6533	Electrician	2	2	**Male**	2	0	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6534	Sprvsng Electrician	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
	Grand Total #	**6**	**6**	**Male #**	**6**	**0**	**0**	**6**	**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**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: English

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2355	Graduate Assistant	7	6	**Male**	0	0	0	0	0	0	0	0
				Female	7	1	0	5	1	0	0	0
1032	Admin Support Assistant 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2354 - English	Teaching Associate AY	7	5	**Male**	3	0	0	3	0	0	0	0
				Female	4	2	0	0	2	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 - English	Lecturer AY	40	21	**Male**	16	5	0	4	5	0	0	2
				Female	24	14	1	4	1	0	0	4
2360 - English	Instr Fac AY	17	7	**Male**	9	4	0	1	4	0	0	0
				Female	8	6	0	1	1	0	0	0
2361 - English	Instr Fac 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	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 #	**75**	**43**	**Male #**	**29**	**9**	**0**	**9**	**9**	**0**	**0**	**2**
	Grand Total %		**57.3**	**Male %**	**38.7**	**12.0**	**0.0**	**12.0**	**12.0**	**0.0**	**0.0**	**2.7**
				Female #	**46**	**23**	**1**	**13**	**5**	**0**	**0**	**4**
				Female%	**61.3**	**30.7**	**1.3**	**17.3**	**6.7**	**0.0**	**0.0**	**5.3**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Engr Comp Sci & Tech--Dean

		Total		Total								
Job Code	**Job Title**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
7012	Equip Tech II, Electro-Mechnl	2	2	**Male**	2	0	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3082	SSP II	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	3	3	**Male**	0	0	0	0	0	0	0	0
				Female	3	0	0	2	0	0	0	1
3084	SSP III	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
420	Info Tech Consultant 12 Mo	3	3	**Male**	3	0	0	1	2	0	0	0
				Female	0	0	0	0	0	0	0	0
7013	Equip Tech II, Electronic	1	1	**Male**	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2358 - Engr Comp Sci & Tech--Dean	Lecturer AY	4	1	**Male**	3	2	1	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
800	Pub Affairs/Comm Spec 12 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
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
7023	Equip Tech III, Electronic	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3312	Administrator II	3	2	**Male**	3	1	0	1	1	0	0	0
				Female	0	0	0	0	0	0	0	0
2393 - Engr Comp Sci & Tech--Dean	Visiting Faculty-Academic Year	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3306	Administrator III	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Engr Comp Sci & Tech--Dean

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
3300	Administrator IV	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**25**	**16**	**Male #**	**15**	**5**	**1**	**6**	**3**	**0**	**0**	**0**
	Grand Total %		**64.0**	**Male %**	**60.0**	**20.0**	**4.0**	**24.0**	**12.0**	**0.0**	**0.0**	**0.0**
				Female #	**10**	**4**	**0**	**4**	**1**	**0**	**0**	**1**
				Female%	**40.0**	**16.0**	**0.0**	**16.0**	**4.0**	**0.0**	**0.0**	**4.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Enterprise Applications

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
400	Analyst/Programmer 12 Mo	11	6	**Male**	9	3	0	0	6	0	0	0
				Female	2	2	0	0	0	0	0	0
3312	Administrator II	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
3306	Administrator III	2	2	**Male**	2	0	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**14**	**9**	**Male #**	**11**	**3**	**0**	**0**	**8**	**0**	**0**	**0**
	Grand Total %		**64.3**	**Male %**	**78.6**	**21.4**	**0.0**	**0.0**	**57.1**	**0.0**	**0.0**	**0.0**
				Female #	**3**	**2**	**0**	**0**	**1**	**0**	**0**	**0**
				Female%	**21.4**	**14.3**	**0.0**	**0.0**	**7.1**	**0.0**	**0.0**	**0.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Environmental Health & Safety

		Total		Total								
Job Code	**Job Title**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
1035	Admin Support Coord 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
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
1038	Admin Analyst/Spclst 12 Mo	1	1	**Male**	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3318	Administrator I	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3312	Administrator II	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
	Grand Total #	**5**	**4**	**Male #**	**3**	**1**	**1**	**1**	**0**	**0**	**0**	**0**
	Grand Total %		**80.0**	**Male %**	**60.0**	**20.0**	**20.0**	**20.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**2**	**0**	**0**	**1**	**1**	**0**	**0**	**0**
				Female%	**40.0**	**0.0**	**0.0**	**20.0**	**20.0**	**0.0**	**0.0**	**0.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: EOP

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1032	Admin Support Assistant 12 Mo	1	1	**Male**	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1035	Admin Support Coord 12 Mo	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	6	6	**Male**	3	0	0	3	0	0	0	0
				Female	3	0	2	0	0	0	0	1
3318	Administrator I	1	1	**Male**	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3312	Administrator II	2	2	**Male**	0	0	0	0	0	0	0	0
				Female	2	0	1	1	0	0	0	0
	Grand Total #	**14**	**14**	**Male #**	**6**	**0**	**1**	**4**	**0**	**0**	**0**	**1**
	Grand Total %		**100.0**	**Male %**	**42.9**	**0.0**	**7.1**	**28.6**	**0.0**	**0.0**	**0.0**	**7.1**
				Female #	**8**	**0**	**3**	**4**	**0**	**0**	**0**	**1**
				Female%	**57.1**	**0.0**	**21.4**	**28.6**	**0.0**	**0.0**	**0.0**	**7.1**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Equity and Diversity

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3318	Administrator I	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3312	Administrator II	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
	Grand Total #	**3**	**2**	**Male #**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**66.7**	**Male %**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**3**	**1**	**1**	**1**	**0**	**0**	**0**	**0**
				Female%	**100.0**	**33.3**	**33.3**	**33.3**	**0.0**	**0.0**	**0.0**	**0.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Equity, Diversity & Inclusion

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

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Extended Education

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

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Fac Svcs SI-Facilities

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
6265	Facilities Project Supv	2	1	**Male**	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**2**	**1**	**Male #**	**2**	**1**	**0**	**1**	**0**	**0**	**0**	**0**
	Grand Total %		**50.0**	**Male %**	**100.0**	**50.0**	**0.0**	**50.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Facilities Operations Office

		Total		Total								
Job Code	**Job Title**	**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
1741	Accounting Technician II	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1762	Accountant I	1	1	**Male**	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	1	1	**Male**	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3312	Administrator II	4	2	**Male**	4	2	1	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3306	Administrator III	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**9**	**6**	**Male #**	**7**	**3**	**1**	**2**	**1**	**0**	**0**	**0**
	Grand Total %		**66.7**	**Male %**	**77.8**	**33.3**	**11.1**	**22.2**	**11.1**	**0.0**	**0.0**	**0.0**
				Female #	**2**	**0**	**0**	**2**	**0**	**0**	**0**	**0**
				Female%	**22.2**	**0.0**	**0.0**	**22.2**	**0.0**	**0.0**	**0.0**	**0.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Finance and Law

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2358 - Finance and Law	Lecturer AY	9	6	**Male**	7	2	0	0	4	0	0	1
				Female	2	1	0	0	1	0	0	0
2360 - Finance and Law	Instr Fac AY	13	10	**Male**	8	2	2	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 #	**23**	**17**	**Male #**	**15**	**4**	**2**	**0**	**8**	**0**	**0**	**1**
	Grand Total %		**73.9**	**Male %**	**65.2**	**17.4**	**8.7**	**0.0**	**34.8**	**0.0**	**0.0**	**4.3**
				Female #	**8**	**2**	**0**	**0**	**6**	**0**	**0**	**0**
				Female%	**34.8**	**8.7**	**0.0**	**0.0**	**26.1**	**0.0**	**0.0**	**0.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Fire Life Safety

Job Code	Job Title	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**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Geological Sciences

		Total		Total								
Job Code	**Job Title**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
1032	Admin Support Assistant 12 Mo	1	1	**Male**	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	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	15	8	**Male**	9	4	0	1	2	0	0	2
				Female	6	3	0	2	0	0	0	1
2360 - Geological Sciences	Instr Fac AY	8	5	**Male**	6	3	0	1	2	0	0	0
				Female	2	0	0	0	1	0	0	1
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 #	**26**	**15**	**Male #**	**17**	**8**	**0**	**3**	**4**	**0**	**0**	**2**
	Grand Total %		**57.7**	**Male %**	**65.4**	**30.8**	**0.0**	**11.5**	**15.4**	**0.0**	**0.0**	**7.7**
				Female #	**9**	**3**	**1**	**2**	**1**	**0**	**0**	**2**
				Female%	**34.6**	**11.5**	**3.8**	**7.7**	**3.8**	**0.0**	**0.0**	**7.7**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Grad Bus Prof Fee

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

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Graduate Studies Office

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2355	Graduate Assistant	3	3	**Male**	1	0	0	1	0	0	0	0
				Female	2	0	0	0	1	0	0	1
1038	Admin Analyst/Spclst 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3084	SSP III	1	1	**Male**	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3300	Administrator IV	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
	Grand Total #	**6**	**6**	**Male #**	**2**	**0**	**0**	**2**	**0**	**0**	**0**	**0**
	Grand Total %		**100.0**	**Male %**	**33.3**	**0.0**	**0.0**	**33.3**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**4**	**0**	**1**	**1**	**1**	**0**	**0**	**1**
				Female%	**66.7**	**0.0**	**16.7**	**16.7**	**16.7**	**0.0**	**0.0**	**16.7**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Grounds Dept

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
731	Groundsworker	12	11	**Male**	12	1	0	10	0	0	0	1
				Female	0	0	0	0	0	0	0	0
745	Gardening Specialist	1	1	**Male**	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6223	Laborer	1	1	**Male**	1	0	1	0	0	0	0	0
				Female	0	0	0	0	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
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
	Grand Total #	**22**	**20**	**Male #**	**22**	**2**	**1**	**17**	**1**	**0**	**0**	**1**
	Grand Total %		**90.9**	**Male %**	**100.0**	**9.1**	**4.5**	**77.3**	**4.5**	**0.0**	**0.0**	**4.5**
				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**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: HC - SSF-Hlth Ed & Wellness

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
8145	Health Education Assistant	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1
	Grand Total #	**1**	**1**	**Male #**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**100.0**	**Male %**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**1**
				Female%	**100.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**100.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Health & Human Services--Dean

		Total		Total								
Job Code	**Job Title**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
1032	Admin Support Assistant 12 Mo	1	1	**Male**	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	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
3082	SSP II	5	5	**Male**	1	0	0	1	0	0	0	0
				Female	4	0	0	3	1	0	0	0
3084	SSP III	2	2	**Male**	0	0	0	0	0	0	0	0
				Female	2	0	1	1	0	0	0	0
800	Pub Affairs/Comm Spec 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
420	Info Tech Consultant 12 Mo	2	2	**Male**	2	0	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	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	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3300	Administrator IV	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**18**	**16**	**Male #**	**6**	**2**	**0**	**2**	**2**	**0**	**0**	**0**
	Grand Total %		**88.9**	**Male %**	**33.3**	**11.1**	**0.0**	**11.1**	**11.1**	**0.0**	**0.0**	**0.0**
				Female #	**12**	**0**	**3**	**7**	**2**	**0**	**0**	**0**
				Female%	**66.7**	**0.0**	**16.7**	**38.9**	**11.1**	**0.0**	**0.0**	**0.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Health Center

		Total		Total								
Job Code	**Job Title**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
8148	Medical Assistant	6	5	**Male**	0	0	0	0	0	0	0	0
				Female	6	1	1	2	1	0	0	1
1032	Admin Support Assistant 12 Mo	3	2	**Male**	1	0	1	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	0	1	1	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
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
3082	SSP II	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	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
3071	SSP Academic Related I AY	2	1	**Male**	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
8154	Registered Nurse II	3	2	**Male**	0	0	0	0	0	0	0	0
				Female	3	1	0	1	1	0	0	0
1038	Admin Analyst/Spclst 12 Mo	3	3	**Male**	0	0	0	0	0	0	0	0
				Female	3	0	1	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
3070	SSP Academic Related I 12 Mo	6	5	**Male**	1	1	0	0	0	0	0	0
				Female	5	0	1	3	0	0	0	1
420	Info Tech Consultant 12 Mo	1	1	**Male**	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Health Center

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
8157	Registered Nurse III	2	2	**Male**	1	0	0	0	1	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
3312	Administrator II	2	0	**Male**	1	1	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
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	3	3	**Male**	3	0	0	0	2	0	0	1
				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
7750	Physician-Specialty Services	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**45**	**35**	**Male #**	**11**	**3**	**2**	**0**	**5**	**0**	**0**	**1**
	Grand Total %		**77.8**	**Male %**	**24.4**	**6.7**	**4.4**	**0.0**	**11.1**	**0.0**	**0.0**	**2.2**
				Female #	**34**	**7**	**3**	**14**	**8**	**0**	**0**	**2**
				Female%	**75.6**	**15.6**	**6.7**	**31.1**	**17.8**	**0.0**	**0.0**	**4.4**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: HHS Advisement & Outreach Ctr

		Total			Total							
Job Code	**Job Title**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
1035	Admin Support Coord 12 Mo	1	1	**Male**	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2358 - HHS Advisement & Outreach Ctr	Lecturer AY	6	4	**Male**	4	2	2	0	0	0	0	0
				Female	2	0	1	1	0	0	0	0
	Grand Total #	**7**	**5**	**Male #**	**5**	**2**	**3**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**71.4**	**Male %**	**71.4**	**28.6**	**42.9**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**2**	**0**	**1**	**1**	**0**	**0**	**0**	**0**
				Female%	**28.6**	**0.0**	**14.3**	**14.3**	**0.0**	**0.0**	**0.0**	**0.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: History

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2355	Graduate Assistant	1	1	**Male**	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1032	Admin Support Assistant 12 Mo	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	1	0	0	0	0	0
2358 - History	Lecturer AY	11	3	**Male**	7	4	0	3	0	0	0	0
				Female	4	4	0	0	0	0	0	0
2360 - History	Instr Fac AY	13	6	**Male**	6	4	1	1	0	0	0	0
				Female	7	3	0	2	2	0	0	0
2481 - History	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**	**13**	**Male #**	**15**	**8**	**2**	**5**	**0**	**0**	**0**	**0**
	Grand Total %		**46.4**	**Male %**	**53.6**	**28.6**	**7.1**	**17.9**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**13**	**7**	**1**	**2**	**3**	**0**	**0**	**0**
				Female%	**46.4**	**25.0**	**3.6**	**7.1**	**10.7**	**0.0**	**0.0**	**0.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Honors College

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1038	Admin Analyst/Spclst 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3082	SSP II	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3084	SSP III	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2358 - Honors College	Lecturer AY	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
3312	Administrator II	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3300	Administrator IV	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**6**	**4**	**Male #**	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**66.7**	**Male %**	**16.7**	**16.7**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**5**	**1**	**0**	**3**	**1**	**0**	**0**	**0**
				Female%	**83.3**	**16.7**	**0.0**	**50.0**	**16.7**	**0.0**	**0.0**	**0.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Housing Services

		Total		Total								
Job Code	**Job Title**	**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	1	1	**Male**	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
9687	Head Resident II	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3079	SSP I	1	1	**Male**	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	1	0	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
3318	Administrator I	2	2	**Male**	2	0	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6940	Facilities Maintenance Mech	4	3	**Male**	4	1	0	3	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3312	Administrator II	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
	Grand Total #	**13**	**12**	**Male #**	**8**	**1**	**0**	**7**	**0**	**0**	**0**	**0**
	Grand Total %		**92.3**	**Male %**	**61.5**	**7.7**	**0.0**	**53.8**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**5**	**0**	**2**	**3**	**0**	**0**	**0**	**0**
				Female%	**38.5**	**0.0**	**15.4**	**23.1**	**0.0**	**0.0**	**0.0**	**0.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Human Resource Management

		Total		Total								
Job Code	**Job Title**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
1038	Admin Analyst/Spclst 12 Mo	6	5	**Male**	1	1	0	0	0	0	0	0
				Female	5	0	1	2	2	0	0	0
5151	Personnel Assistant	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1035	Admin Support Coord 12 Mo	3	3	**Male**	1	0	0	1	0	0	0	0
				Female	2	0	0	2	0	0	0	0
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
3312	Administrator II	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
3306	Administrator III	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
	Grand Total #	**15**	**14**	**Male #**	**3**	**1**	**0**	**2**	**0**	**0**	**0**	**0**
	Grand Total %		**93.3**	**Male %**	**20.0**	**6.7**	**0.0**	**13.3**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**12**	**0**	**2**	**8**	**2**	**0**	**0**	**0**
				Female%	**80.0**	**0.0**	**13.3**	**53.3**	**13.3**	**0.0**	**0.0**	**0.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Information Systems

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2358 - Information Systems	Lecturer AY	8	3	**Male**	5	2	1	1	1	0	0	0
				Female	3	3	0	0	0	0	0	0
2360 - Information Systems	Instr Fac AY	14	11	**Male**	9	3	0	1	5	0	0	0
				Female	5	0	1	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 #	**23**	**14**	**Male #**	**15**	**6**	**1**	**2**	**6**	**0**	**0**	**0**
	Grand Total %		**60.9**	**Male %**	**65.2**	**26.1**	**4.3**	**8.7**	**26.1**	**0.0**	**0.0**	**0.0**
				Female #	**8**	**3**	**1**	**0**	**4**	**0**	**0**	**0**
				Female%	**34.8**	**13.0**	**4.3**	**0.0**	**17.4**	**0.0**	**0.0**	**0.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Information Technology Svcs

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
410	Operating Sys Analyst 12 Mo	1	1	**Male**	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
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 #	**2**	**2**	**Male #**	**1**	**0**	**0**	**0**	**1**	**0**	**0**	**0**
	Grand Total %		**100.0**	**Male %**	**50.0**	**0.0**	**0.0**	**0.0**	**50.0**	**0.0**	**0.0**	**0.0**
				Female #	**1**	**0**	**0**	**0**	**1**	**0**	**0**	**0**
				Female%	**50.0**	**0.0**	**0.0**	**0.0**	**50.0**	**0.0**	**0.0**	**0.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Institutional Research

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
5783	Assoc, Acad & Instit Studies 2	5	4	**Male**	4	1	0	0	2	0	0	1
				Female	1	0	0	0	1	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
3300	Administrator IV	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1
	Grand Total #	**7**	**6**	**Male #**	**5**	**1**	**0**	**0**	**3**	**0**	**0**	**1**
	Grand Total %		**85.7**	**Male %**	**71.4**	**14.3**	**0.0**	**0.0**	**42.9**	**0.0**	**0.0**	**14.3**
				Female #	**2**	**0**	**0**	**0**	**1**	**0**	**0**	**1**
				Female%	**28.6**	**0.0**	**0.0**	**0.0**	**14.3**	**0.0**	**0.0**	**14.3**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: IT Infrastructure Services

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
400	Analyst/Programmer 12 Mo	3	3	**Male**	1	0	0	0	1	0	0	0
				Female	2	0	0	0	2	0	0	0
440	Equip Systems Specialist 12 Mo	2	2	**Male**	2	0	0	1	1	0	0	0
				Female	0	0	0	0	0	0	0	0
410	Operating Sys Analyst 12 Mo	5	5	**Male**	4	0	0	0	4	0	0	0
				Female	1	0	0	0	1	0	0	0
430	Network Analyst 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
3312	Administrator II	2	1	**Male**	2	1	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
3306	Administrator III	2	1	**Male**	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**15**	**13**	**Male #**	**11**	**2**	**0**	**2**	**7**	**0**	**0**	**0**
	Grand Total %		**86.7**	**Male %**	**73.3**	**13.3**	**0.0**	**13.3**	**46.7**	**0.0**	**0.0**	**0.0**
				Female #	**4**	**0**	**0**	**0**	**4**	**0**	**0**	**0**
				Female%	**26.7**	**0.0**	**0.0**	**0.0**	**26.7**	**0.0**	**0.0**	**0.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: ITS Financial & Support Svcs

		Total		Total								
Job Code	**Job Title**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
420	Info Tech Consultant 12 Mo	11	9	**Male**	6	1	0	3	2	0	0	0
				Female	5	1	0	1	2	0	0	1
400	Analyst/Programmer 12 Mo	4	4	**Male**	2	0	0	1	1	0	0	0
				Female	2	0	0	1	1	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
450	Operations Specialist 12 Mo	2	1	**Male**	1	1	0	0	0	0	0	0
				Female	1	0	1	0	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
3312	Administrator II	2	1	**Male**	1	1	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
3306	Administrator III	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**23**	**18**	**Male #**	**12**	**4**	**0**	**4**	**4**	**0**	**0**	**0**
	Grand Total %		**78.3**	**Male %**	**52.2**	**17.4**	**0.0**	**17.4**	**17.4**	**0.0**	**0.0**	**0.0**
				Female #	**11**	**1**	**1**	**4**	**4**	**0**	**0**	**1**
				Female%	**47.8**	**4.3**	**4.3**	**17.4**	**17.4**	**0.0**	**0.0**	**4.3**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Kinesiology & Nutritnl Science

		Total		Total								
Job Code	**Job Title**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
2354 - Kinesiology & Nutritnl Science	Teaching Associate AY	4	4	**Male**	3	0	0	2	1	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
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
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	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2358 - Kinesiology & Nutritnl Science	Lecturer AY	57	33	**Male**	20	8	1	6	5	0	0	0
				Female	37	16	0	9	8	1	0	3
2360 - Kinesiology & Nutritnl Science	Instr Fac AY	20	9	**Male**	7	5	0	0	2	0	0	0
				Female	13	6	1	2	4	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 #	**87**	**52**	**Male #**	**32**	**13**	**1**	**9**	**9**	**0**	**0**	**0**
	Grand Total %		**59.8**	**Male %**	**36.8**	**14.9**	**1.1**	**10.3**	**10.3**	**0.0**	**0.0**	**0.0**
				Female #	**55**	**22**	**1**	**14**	**13**	**1**	**0**	**4**
				Female%	**63.2**	**25.3**	**1.1**	**16.1**	**14.9**	**1.1**	**0.0**	**4.6**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Latin American Studies

		Total		Total								
Job Code	**Job Title**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
2358 - Latin American Studies	Lecturer AY	4	4	**Male**	1	0	0	1	0	0	0	0
				Female	3	0	0	2	0	1	0	0
2360 - Latin American Studies	Instr Fac AY	4	4	**Male**	2	0	0	1	0	0	0	1
				Female	2	0	0	2	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 #	**9**	**8**	**Male #**	**3**	**0**	**0**	**2**	**0**	**0**	**0**	**1**
	Grand Total %		**88.9**	**Male %**	**33.3**	**0.0**	**0.0**	**22.2**	**0.0**	**0.0**	**0.0**	**11.1**
				Female #	**6**	**1**	**0**	**4**	**0**	**1**	**0**	**0**
				Female%	**66.7**	**11.1**	**0.0**	**44.4**	**0.0**	**11.1**	**0.0**	**0.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Liberal Studies

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2358 - Liberal Studies	Lecturer AY	13	6	**Male**	4	4	0	0	0	0	0	0
				Female	9	3	0	3	3	0	0	0
2360 - Liberal Studies	Instr Fac AY	7	6	**Male**	3	1	1	1	0	0	0	0
				Female	4	0	0	3	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 #	**22**	**13**	**Male #**	**8**	**6**	**1**	**1**	**0**	**0**	**0**	**0**
	Grand Total %		**59.1**	**Male %**	**36.4**	**27.3**	**4.5**	**4.5**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**14**	**3**	**0**	**7**	**3**	**1**	**0**	**0**
				Female%	**63.6**	**13.6**	**0.0**	**31.8**	**13.6**	**4.5**	**0.0**	**0.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Luckman Fine Arts

		Total		Total								
Job Code	**Job Title**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
1035	Admin Support Coord 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
3318	Administrator I	2	1	**Male**	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3300	Administrator IV	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**4**	**2**	**Male #**	**2**	**1**	**0**	**1**	**0**	**0**	**0**	**0**
	Grand Total %		**50.0**	**Male %**	**50.0**	**25.0**	**0.0**	**25.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**2**	**1**	**1**	**0**	**0**	**0**	**0**	**0**
				Female%	**50.0**	**25.0**	**25.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Management

		Total		Total								
Job Code	**Job Title**	**EMP**	**MIN**		**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	1	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 - Management	Lecturer AY	39	24	**Male**	24	9	4	5	5	0	0	1
				Female	15	6	1	4	1	1	0	2
2360 - Management	Instr Fac AY	23	14	**Male**	11	3	0	1	5	0	0	2
				Female	12	6	1	1	4	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 #	**66**	**42**	**Male #**	**36**	**12**	**4**	**6**	**11**	**0**	**0**	**3**
	Grand Total %		**63.6**	**Male %**	**54.5**	**18.2**	**6.1**	**9.1**	**16.7**	**0.0**	**0.0**	**4.5**
				Female #	**30**	**12**	**2**	**6**	**6**	**1**	**0**	**3**
				Female%	**45.5**	**18.2**	**3.0**	**9.1**	**9.1**	**1.5**	**0.0**	**4.5**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Marketing

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1032	Admin Support Assistant 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2358 - Marketing	Lecturer AY	11	9	**Male**	7	0	2	1	2	0	0	2
				Female	4	2	1	0	0	0	0	1
2360 - Marketing	Instr Fac AY	14	12	**Male**	6	0	2	0	4	0	0	0
				Female	8	2	1	1	2	0	0	2
	Grand Total #	**26**	**22**	**Male #**	**13**	**0**	**4**	**1**	**6**	**0**	**0**	**2**
	Grand Total %		**84.6**	**Male %**	**50.0**	**0.0**	**15.4**	**3.8**	**23.1**	**0.0**	**0.0**	**7.7**
				Female #	**13**	**4**	**2**	**2**	**2**	**0**	**0**	**3**
				Female%	**50.0**	**15.4**	**7.7**	**7.7**	**7.7**	**0.0**	**0.0**	**11.5**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Mathematics

		Total		Total								
Job Code	**Job Title**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
2354 - Mathematics	Teaching Associate AY	11	11	**Male**	7	0	1	5	1	0	0	0
				Female	4	0	0	2	2	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	49	33	**Male**	26	5	1	7	13	0	0	0
				Female	23	11	0	1	11	0	0	0
2360 - Mathematics	Instr Fac AY	14	7	**Male**	9	5	1	1	2	0	0	0
				Female	5	2	0	0	2	0	0	1
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 #	**76**	**52**	**Male #**	**43**	**11**	**3**	**13**	**16**	**0**	**0**	**0**
	Grand Total %		**68.4**	**Male %**	**56.6**	**14.5**	**3.9**	**17.1**	**21.1**	**0.0**	**0.0**	**0.0**
				Female #	**33**	**13**	**0**	**4**	**15**	**0**	**0**	**1**
				Female%	**43.4**	**17.1**	**0.0**	**5.3**	**19.7**	**0.0**	**0.0**	**1.3**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Mechanical Engineer

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2358 - Mechanical Engineer	Lecturer AY	16	7	**Male**	15	8	0	2	5	0	0	0
				Female	1	1	0	0	0	0	0	0
2360 - Mechanical Engineer	Instr Fac AY	12	5	**Male**	12	7	0	2	2	0	0	1
				Female	0	0	0	0	0	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**	**13**	**Male #**	**27**	**15**	**0**	**4**	**7**	**0**	**0**	**1**
	Grand Total %		**43.3**	**Male %**	**90.0**	**50.0**	**0.0**	**13.3**	**23.3**	**0.0**	**0.0**	**3.3**
				Female #	**3**	**2**	**0**	**1**	**0**	**0**	**0**	**0**
				Female%	**10.0**	**6.7**	**0.0**	**3.3**	**0.0**	**0.0**	**0.0**	**0.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: MESA-MSP

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

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Modern Languages & Literatre

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2355	Graduate Assistant	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2354 - Modern Languages & Literatre	Teaching Associate AY	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 - Modern Languages & Literatre	Lecturer AY	7	5	**Male**	1	1	0	0	0	0	0	0
				Female	6	1	0	0	4	0	0	1
2360 - Modern Languages & Literatre	Instr Fac AY	10	8	**Male**	5	0	0	3	2	0	0	0
				Female	5	2	0	1	2	0	0	0
2481 - Modern Languages & Literatre	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 #	**21**	**15**	**Male #**	**6**	**1**	**0**	**3**	**2**	**0**	**0**	**0**
	Grand Total %		**71.4**	**Male %**	**28.6**	**4.8**	**0.0**	**14.3**	**9.5**	**0.0**	**0.0**	**0.0**
				Female #	**15**	**5**	**0**	**2**	**6**	**0**	**0**	**2**
				Female%	**71.4**	**23.8**	**0.0**	**9.5**	**28.6**	**0.0**	**0.0**	**9.5**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Music

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2354 - Music	Teaching Associate AY	2	2	**Male**	0	0	0	0	0	0	0	0
				Female	2	0	0	1	0	0	0	1
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
1615	Instructional Support Tech I	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2358 - Music	Lecturer AY	25	9	**Male**	12	9	1	1	0	1	0	0
				Female	13	7	0	2	2	0	0	2
2360 - Music	Instr Fac AY	13	4	**Male**	8	5	1	2	0	0	0	0
				Female	5	4	0	0	0	0	0	1
	Grand Total #	**43**	**17**	**Male #**	**21**	**15**	**2**	**3**	**0**	**1**	**0**	**0**
	Grand Total %		**39.5**	**Male %**	**48.8**	**34.9**	**4.7**	**7.0**	**0.0**	**2.3**	**0.0**	**0.0**
				Female #	**22**	**11**	**0**	**4**	**3**	**0**	**0**	**4**
				Female%	**51.2**	**25.6**	**0.0**	**9.3**	**7.0**	**0.0**	**0.0**	**9.3**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Natural & Social Sciences-Dean

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2354 - Natural & Social Sciences-Dean	Teaching Associate AY	5	4	**Male**	5	1	0	3	0	0	0	1
				Female	0	0	0	0	0	0	0	0
1035	Admin Support Coord 12 Mo	2	1	**Male**	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	4	3	**Male**	0	0	0	0	0	0	0	0
				Female	4	1	0	2	1	0	0	0
2358 - Natural & Social Sciences-Dean	Lecturer AY	10	8	**Male**	0	0	0	0	0	0	0	0
				Female	10	2	1	5	1	0	0	1
3082	SSP II	7	5	**Male**	4	1	1	1	1	0	0	0
				Female	3	1	1	1	0	0	0	0
1032	Admin Support Assistant 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	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
800	Pub Affairs/Comm Spec 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
3084	SSP III	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
420	Info Tech Consultant 12 Mo	2	2	**Male**	2	0	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7023	Equip Tech III, Electronic	1	1	**Male**	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
3312	Administrator II	2	2	**Male**	1	0	0	0	1	0	0	0
				Female	1	0	1	0	0	0	0	0
2481 - Natural & Social Sciences-Dean	Dept Chair 12 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Natural & Social Sciences-Dean

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
3306	Administrator III	2	2	**Male**	0	0	0	0	0	0	0	0
				Female	2	0	0	0	1	1	0	0
3300	Administrator IV	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
	Grand Total #	**41**	**33**	**Male #**	**14**	**2**	**1**	**7**	**3**	**0**	**0**	**1**
	Grand Total %		**80.5**	**Male %**	**34.1**	**4.9**	**2.4**	**17.1**	**7.3**	**0.0**	**0.0**	**2.4**
				Female #	**27**	**6**	**6**	**9**	**4**	**1**	**0**	**1**
				Female%	**65.9**	**14.6**	**14.6**	**22.0**	**9.8**	**2.4**	**0.0**	**2.4**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Network and Telecom

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
430	Network Analyst 12 Mo	4	4	**Male**	4	0	0	0	4	0	0	0
				Female	0	0	0	0	0	0	0	0
420	Info Tech Consultant 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
440	Equip Systems Specialist 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
410	Operating Sys Analyst 12 Mo	1	1	**Male**	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**7**	**7**	**Male #**	**5**	**0**	**0**	**0**	**5**	**0**	**0**	**0**
	Grand Total %		**100.0**	**Male %**	**71.4**	**0.0**	**0.0**	**0.0**	**71.4**	**0.0**	**0.0**	**0.0**
				Female #	**2**	**0**	**1**	**0**	**1**	**0**	**0**	**0**
				Female%	**28.6**	**0.0**	**14.3**	**0.0**	**14.3**	**0.0**	**0.0**	**0.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Nursing

Job Code	Job Title	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	1	0	0	0	1
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
1617	Instructional Support Tech II	1	1	**Male**	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
2358 - Nursing	Lecturer AY	35	18	**Male**	6	4	0	1	1	0	0	0
				Female	29	13	0	12	4	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
2360 - Nursing	Instr Fac AY	16	9	**Male**	4	2	0	0	1	0	0	1
				Female	12	5	1	2	1	1	0	2
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 #	**59**	**34**	**Male #**	**12**	**6**	**1**	**1**	**3**	**0**	**0**	**1**
	Grand Total %		**57.6**	**Male %**	**20.3**	**10.2**	**1.7**	**1.7**	**5.1**	**0.0**	**0.0**	**1.7**
				Female #	**47**	**19**	**2**	**16**	**6**	**1**	**0**	**3**
				Female%	**79.7**	**32.2**	**3.4**	**27.1**	**10.2**	**1.7**	**0.0**	**5.1**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Office of Diversity & Learning

Job Code	Job Title	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**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Office of the President

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1170	Cnfdntl Office Support 12 Mo	2	2	**Male**	0	0	0	0	0	0	0	0
				Female	2	0	0	1	1	0	0	0
1176	Cnfdntl Admin Support 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3312	Administrator II	2	2	**Male**	0	0	0	0	0	0	0	0
				Female	2	0	0	1	1	0	0	0
3306	Administrator III	1	1	**Male**	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
3300	Administrator IV	1	1	**Male**	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2977	President	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**8**	**7**	**Male #**	**3**	**1**	**0**	**1**	**1**	**0**	**0**	**0**
	Grand Total %		**87.5**	**Male %**	**37.5**	**12.5**	**0.0**	**12.5**	**12.5**	**0.0**	**0.0**	**0.0**
				Female #	**5**	**0**	**0**	**3**	**2**	**0**	**0**	**0**
				Female%	**62.5**	**0.0**	**0.0**	**37.5**	**25.0**	**0.0**	**0.0**	**0.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Office. Resrch., Adv., & Dev.

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

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: One Card

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1762	Accountant I	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
1038	Admin Analyst/Spclst 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
	Grand Total #	**2**	**2**	**Male #**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**100.0**	**Male %**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**2**	**0**	**0**	**0**	**2**	**0**	**0**	**0**
				Female%	**100.0**	**0.0**	**0.0**	**0.0**	**100.0**	**0.0**	**0.0**	**0.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Orientation

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

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: OSD - SSF-Svcs & Accommodation

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

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: PaGE - LA Downtown office

		Total		Total								
Job Code	**Job Title**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
1035	Admin Support Coord 12 Mo	2	1	**Male**	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3079	SSP I	1	1	**Male**	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**3**	**2**	**Male #**	**3**	**1**	**0**	**2**	**0**	**0**	**0**	**0**
	Grand Total %		**66.7**	**Male %**	**100.0**	**33.3**	**0.0**	**66.7**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: PaGE Enrollment Services

		Total			Total							
Job Code	**Job Title**	**EMP**	**MIN**		**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	0	1	0	0	0	0
1035	Admin Support Coord 12 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3082	SSP II	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3318	Administrator I	1	1	**Male**	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
3312	Administrator II	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
	Grand Total #	**5**	**4**	**Male #**	**1**	**0**	**0**	**0**	**1**	**0**	**0**	**0**
	Grand Total %		**80.0**	**Male %**	**20.0**	**0.0**	**0.0**	**0.0**	**20.0**	**0.0**	**0.0**	**0.0**
				Female #	**4**	**1**	**0**	**3**	**0**	**0**	**0**	**0**
				Female%	**80.0**	**20.0**	**0.0**	**60.0**	**0.0**	**0.0**	**0.0**	**0.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: PaGE Fiscal Operations

		Total			Total							
Job Code	**Job Title**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
1730	Accounting Technician I	2	2	**Male**	1	0	0	1	0	0	0	0
				Female	1	0	1	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 #	**5**	**5**	**Male #**	**2**	**0**	**0**	**1**	**1**	**0**	**0**	**0**
	Grand Total %		**100.0**	**Male %**	**40.0**	**0.0**	**0.0**	**20.0**	**20.0**	**0.0**	**0.0**	**0.0**
				Female #	**3**	**0**	**1**	**0**	**2**	**0**	**0**	**0**
				Female%	**60.0**	**0.0**	**20.0**	**0.0**	**40.0**	**0.0**	**0.0**	**0.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: PaGE International Office

		Total		Total								
Job Code	**Job Title**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
1032	Admin Support Assistant 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3079	SSP I	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3082	SSP II	2	2	**Male**	1	0	0	0	1	0	0	0
				Female	1	0	0	0	1	0	0	0
3084	SSP III	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
3312	Administrator II	1	1	**Male**	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**6**	**6**	**Male #**	**2**	**0**	**0**	**1**	**1**	**0**	**0**	**0**
	Grand Total %		**100.0**	**Male %**	**33.3**	**0.0**	**0.0**	**16.7**	**16.7**	**0.0**	**0.0**	**0.0**
				Female #	**4**	**0**	**0**	**2**	**2**	**0**	**0**	**0**
				Female%	**66.7**	**0.0**	**0.0**	**33.3**	**33.3**	**0.0**	**0.0**	**0.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: PaGE Mkting and Communication

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
800	Pub Affairs/Comm Spec 12 Mo	2	2	**Male**	0	0	0	0	0	0	0	0
				Female	2	0	0	1	1	0	0	0
3312	Administrator II	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
	Grand Total #	**3**	**3**	**Male #**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**100.0**	**Male %**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**3**	**0**	**0**	**2**	**1**	**0**	**0**	**0**
				Female%	**100.0**	**0.0**	**0.0**	**66.7**	**33.3**	**0.0**	**0.0**	**0.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: PaGE Program Area

		Total			Total							
Job Code	**Job Title**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
1035	Admin Support Coord 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	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
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	4	**Male**	1	1	0	0	0	0	0	0
				Female	4	0	1	1	2	0	0	0
3306	Administrator III	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1
	Grand Total #	**9**	**8**	**Male #**	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**88.9**	**Male %**	**11.1**	**11.1**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**8**	**0**	**1**	**1**	**5**	**0**	**0**	**1**
				Female%	**88.9**	**0.0**	**11.1**	**11.1**	**55.6**	**0.0**	**0.0**	**11.1**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Paint Shop

		Total		Total								
Job Code	**Job Title**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
6526	Painter	1	1	**Male**	1	0	0	1	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
	Grand Total #	**3**	**3**	**Male #**	**3**	**0**	**2**	**1**	**0**	**0**	**0**	**0**
	Grand Total %		**100.0**	**Male %**	**100.0**	**0.0**	**66.7**	**33.3**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Pan African Studies

		Total		Total								
Job Code	**Job Title**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
2325	Graduate Assistant Monthly	2	2	**Male**	1	0	1	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	1	0	0	0	0	0
2358 - Pan African Studies	Lecturer AY	7	7	**Male**	3	0	3	0	0	0	0	0
				Female	4	0	4	0	0	0	0	0
2360 - Pan African Studies	Instr Fac AY	6	6	**Male**	3	0	3	0	0	0	0	0
				Female	3	0	2	0	0	0	0	1
2481 - Pan African Studies	Dept Chair 12 Mo	1	1	**Male**	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**17**	**17**	**Male #**	**8**	**0**	**8**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**100.0**	**Male %**	**47.1**	**0.0**	**47.1**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**9**	**0**	**7**	**1**	**0**	**0**	**0**	**1**
				Female%	**52.9**	**0.0**	**41.2**	**5.9**	**0.0**	**0.0**	**0.0**	**5.9**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Parking

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
8810	Parking Officer 12 Mo	7	7	**Male**	4	0	2	2	0	0	0	0
				Female	3	0	1	2	0	0	0	0
1032	Admin Support Assistant 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	2	2	**Male**	1	0	0	1	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
1740	Accounting Technician III	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
6940	Facilities Maintenance Mech	2	2	**Male**	2	0	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3318	Administrator I	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3312	Administrator II	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
	Grand Total #	**16**	**15**	**Male #**	**8**	**1**	**2**	**5**	**0**	**0**	**0**	**0**
	Grand Total %		**93.8**	**Male %**	**50.0**	**6.3**	**12.5**	**31.3**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**8**	**0**	**1**	**7**	**0**	**0**	**0**	**0**
				Female%	**50.0**	**0.0**	**6.3**	**43.8**	**0.0**	**0.0**	**0.0**	**0.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Pat Brown Institute

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

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Payroll

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1100	Payroll Technician I	1	1	**Male**	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
1101	Payroll Technician II	2	1	**Male**	0	0	0	0	0	0	0	0
				Female	2	1	0	0	1	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
1038	Admin Analyst/Spclst 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3312	Administrator II	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
	Grand Total #	**6**	**5**	**Male #**	**1**	**0**	**0**	**0**	**1**	**0**	**0**	**0**
	Grand Total %		**83.3**	**Male %**	**16.7**	**0.0**	**0.0**	**0.0**	**16.7**	**0.0**	**0.0**	**0.0**
				Female #	**5**	**1**	**0**	**1**	**3**	**0**	**0**	**0**
				Female%	**83.3**	**16.7**	**0.0**	**16.7**	**50.0**	**0.0**	**0.0**	**0.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Philosophy

		Total			Total							
Job Code	**Job Title**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
2355	Graduate Assistant	2	1	**Male**	1	0	0	0	1	0	0	0
				Female	1	1	0	0	0	0	0	0
2354 - Philosophy	Teaching Associate AY	2	1	**Male**	2	1	0	0	1	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	0	1	0	0	0
2358 - Philosophy	Lecturer AY	6	0	**Male**	5	5	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2360 - Philosophy	Instr Fac AY	7	5	**Male**	6	1	0	1	3	0	0	1
				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 #	**19**	**8**	**Male #**	**15**	**8**	**0**	**1**	**5**	**0**	**0**	**1**
	Grand Total %		**42.1**	**Male %**	**78.9**	**42.1**	**0.0**	**5.3**	**26.3**	**0.0**	**0.0**	**5.3**
				Female #	**4**	**3**	**0**	**0**	**1**	**0**	**0**	**0**
				Female%	**21.1**	**15.8**	**0.0**	**0.0**	**5.3**	**0.0**	**0.0**	**0.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Physics and Astronomy

		Total		Total								
Job Code	**Job Title**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
2355	Graduate Assistant	5	4	**Male**	4	1	0	3	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2354 - Physics and Astronomy	Teaching Associate AY	2	1	**Male**	2	1	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	0	1	0	0	0
2358 - Physics and Astronomy	Lecturer AY	19	9	**Male**	15	8	0	1	4	0	0	2
				Female	4	2	0	0	2	0	0	0
1619	Instructional Support Tech III	1	1	**Male**	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7024	Equip Tech III, Spclized Equip	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	1	**Male**	6	5	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2481 - Physics and Astronomy	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 #	**37**	**19**	**Male #**	**29**	**15**	**0**	**8**	**4**	**0**	**0**	**2**
	Grand Total %		**51.4**	**Male %**	**78.4**	**40.5**	**0.0**	**21.6**	**10.8**	**0.0**	**0.0**	**5.4**
				Female #	**8**	**3**	**0**	**2**	**3**	**0**	**0**	**0**
				Female%	**21.6**	**8.1**	**0.0**	**5.4**	**8.1**	**0.0**	**0.0**	**0.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Planning & Construction

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

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Plumbing Shop

Job Code	Job Title	Total EMP	Total MIN		Total 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
6549	Plumber	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
	Grand Total #	**4**	**4**	**Male #**	**4**	**0**	**0**	**4**	**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**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Police

		Total		Total								
Job Code	**Job Title**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
8820	Community Service Spec 12 Mo	2	2	**Male**	2	0	1	1	0	0	0	0
				Female	0	0	0	0	0	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
1038	Admin Analyst/Spclst 12 Mo	4	4	**Male**	1	0	0	1	0	0	0	0
				Female	3	0	0	3	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
8350	Police Officer	5	5	**Male**	4	0	2	2	0	0	0	0
				Female	1	0	0	1	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
6642	Locksmith	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	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
8365	Corporal	4	4	**Male**	4	0	0	3	1	0	0	0
				Female	0	0	0	0	0	0	0	0
3318	Administrator I	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
8354	Sergeant	6	5	**Male**	5	1	1	2	1	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
3312	Administrator II	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Police

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
3306	Administrator III	1	1	**Male**	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**33**	**30**	**Male #**	**23**	**3**	**5**	**12**	**2**	**0**	**0**	**1**
	Grand Total %		**90.9**	**Male %**	**69.7**	**9.1**	**15.2**	**36.4**	**6.1**	**0.0**	**0.0**	**3.0**
				Female #	**10**	**0**	**0**	**10**	**0**	**0**	**0**	**0**
				Female%	**30.3**	**0.0**	**0.0**	**30.3**	**0.0**	**0.0**	**0.0**	**0.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Political Science

		Total			Total							
Job Code	**Job Title**	**EMP**	**MIN**		**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
1032	Admin Support Assistant 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1
2358 - Political Science	Lecturer AY	14	8	**Male**	8	3	0	2	1	0	0	2
				Female	6	3	0	0	2	0	0	1
2360 - Political Science	Instr Fac AY	11	6	**Male**	6	3	0	0	3	0	0	0
				Female	5	2	1	0	2	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 #	**29**	**17**	**Male #**	**16**	**7**	**0**	**3**	**4**	**0**	**0**	**2**
	Grand Total %		**58.6**	**Male %**	**55.2**	**24.1**	**0.0**	**10.3**	**13.8**	**0.0**	**0.0**	**6.9**
				Female #	**13**	**5**	**1**	**1**	**4**	**0**	**0**	**2**
				Female%	**44.8**	**17.2**	**3.4**	**3.4**	**13.8**	**0.0**	**0.0**	**6.9**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Printing Center

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
830	Desktop Pub/Graph Spec 12 Mo	1	1	**Male**	1	0	0	1	0	0	0	0
				Female	0	0	0	0	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
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
1482	Reprographics Specialist III	1	1	**Male**	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1483	Reprographics Specialist IV	1	1	**Male**	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**7**	**6**	**Male #**	**7**	**1**	**0**	**4**	**2**	**0**	**0**	**0**
	Grand Total %		**85.7**	**Male %**	**100.0**	**14.3**	**0.0**	**57.1**	**28.6**	**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**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Property Management

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1550	Property Clerk I	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**1**	**0**	**Male #**	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**0.0**	**Male %**	**100.0**	**100.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Psychology

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2355	Graduate Assistant	19	15	**Male**	4	0	0	2	2	0	0	0
				Female	15	4	1	6	3	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	23	16	**Male**	8	3	0	3	1	0	0	1
				Female	15	4	1	5	4	0	0	1
2360 - Psychology	Instr Fac AY	17	8	**Male**	9	6	1	0	2	0	0	0
				Female	8	3	0	2	3	0	0	0
2481 - Psychology	Dept Chair 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
	Grand Total #	**63**	**43**	**Male #**	**21**	**9**	**1**	**5**	**5**	**0**	**0**	**1**
	Grand Total %		**68.3**	**Male %**	**33.3**	**14.3**	**1.6**	**7.9**	**7.9**	**0.0**	**0.0**	**1.6**
				Female #	**42**	**11**	**2**	**16**	**11**	**0**	**0**	**2**
				Female%	**66.7**	**17.5**	**3.2**	**25.4**	**17.5**	**0.0**	**0.0**	**3.2**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Public Affairs

		Total		Total								
Job Code	**Job Title**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
1035	Admin Support Coord 12 Mo	1	1	**Male**	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
800	Pub Affairs/Comm Spec 12 Mo	5	3	**Male**	3	1	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	1	0	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	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 #	**13**	**11**	**Male #**	**7**	**1**	**0**	**4**	**2**	**0**	**0**	**0**
	Grand Total %		**84.6**	**Male %**	**53.8**	**7.7**	**0.0**	**30.8**	**15.4**	**0.0**	**0.0**	**0.0**
				Female #	**6**	**1**	**2**	**1**	**2**	**0**	**0**	**0**
				Female%	**46.2**	**7.7**	**15.4**	**7.7**	**15.4**	**0.0**	**0.0**	**0.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Public Health

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2358 - Public Health	Lecturer AY	15	11	**Male**	4	2	1	1	0	0	0	0
				Female	11	2	1	4	4	0	0	0
2360 - Public Health	Instr Fac AY	8	4	**Male**	2	1	0	0	0	0	0	1
				Female	6	3	0	1	2	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 #	**25**	**16**	**Male #**	**7**	**4**	**1**	**1**	**0**	**0**	**0**	**1**
	Grand Total %		**64.0**	**Male %**	**28.0**	**16.0**	**4.0**	**4.0**	**0.0**	**0.0**	**0.0**	**4.0**
				Female #	**18**	**5**	**1**	**6**	**6**	**0**	**0**	**0**
				Female%	**72.0**	**20.0**	**4.0**	**24.0**	**24.0**	**0.0**	**0.0**	**0.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Purchasing

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
4791	Buyer I	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
4794	Buyer III	2	2	**Male**	0	0	0	0	0	0	0	0
				Female	2	0	2	0	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
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	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**6**	**4**	**Male #**	**2**	**1**	**0**	**1**	**0**	**0**	**0**	**0**
	Grand Total %		**66.7**	**Male %**	**33.3**	**16.7**	**0.0**	**16.7**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**4**	**1**	**2**	**0**	**1**	**0**	**0**	**0**
				Female%	**66.7**	**16.7**	**33.3**	**0.0**	**16.7**	**0.0**	**0.0**	**0.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Registrars Office

		Total		Total								
Job Code	**Job Title**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
1032	Admin Support Assistant 12 Mo	6	6	**Male**	0	0	0	0	0	0	0	0
				Female	6	0	0	6	0	0	0	0
1035	Admin Support Coord 12 Mo	5	4	**Male**	1	0	0	1	0	0	0	0
				Female	4	1	0	2	0	0	0	1
2632	Evaluator I	7	7	**Male**	2	0	0	2	0	0	0	0
				Female	5	0	1	3	1	0	0	0
1038	Admin Analyst/Spclst 12 Mo	7	6	**Male**	2	1	0	0	1	0	0	0
				Female	5	0	0	4	1	0	0	0
2633	Evaluator II	1	1	**Male**	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3084	SSP III	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
420	Info Tech Consultant 12 Mo	1	1	**Male**	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3318	Administrator I	5	1	**Male**	1	1	0	0	0	0	0	0
				Female	4	3	0	0	1	0	0	0
3306	Administrator III	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**34**	**27**	**Male #**	**9**	**3**	**0**	**5**	**1**	**0**	**0**	**0**
	Grand Total %		**79.4**	**Male %**	**26.5**	**8.8**	**0.0**	**14.7**	**2.9**	**0.0**	**0.0**	**0.0**
				Female #	**25**	**4**	**2**	**15**	**3**	**0**	**0**	**1**
				Female%	**73.5**	**11.8**	**5.9**	**44.1**	**8.8**	**0.0**	**0.0**	**2.9**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Resource Planning and Mgmt

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

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: SA - SSF-Student Development

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

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: School Development Office

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
3318	Administrator I	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3312	Administrator II	9	6	**Male**	2	2	0	0	0	0	0	0
				Female	7	1	2	2	2	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 #	**11**	**8**	**Male #**	**3**	**2**	**0**	**1**	**0**	**0**	**0**	**0**
	Grand Total %		**72.7**	**Male %**	**27.3**	**18.2**	**0.0**	**9.1**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**8**	**1**	**2**	**3**	**2**	**0**	**0**	**0**
				Female%	**72.7**	**9.1**	**18.2**	**27.3**	**18.2**	**0.0**	**0.0**	**0.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Smart Start

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	3	3	**Male**	1	0	0	1	0	0	0	0
				Female	2	0	0	2	0	0	0	0
3079	SSP I	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3082	SSP II	2	2	**Male**	1	0	0	0	0	0	0	1
				Female	1	0	0	1	0	0	0	0
3084	SSP III	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
	Grand Total #	**7**	**7**	**Male #**	**2**	**0**	**0**	**1**	**0**	**0**	**0**	**1**
	Grand Total %		**100.0**	**Male %**	**28.6**	**0.0**	**0.0**	**14.3**	**0.0**	**0.0**	**0.0**	**14.3**
				Female #	**5**	**0**	**0**	**5**	**0**	**0**	**0**	**0**
				Female%	**71.4**	**0.0**	**0.0**	**71.4**	**0.0**	**0.0**	**0.0**	**0.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Social Work

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1032	Admin Support Assistant 12 Mo	3	3	**Male**	0	0	0	0	0	0	0	0
				Female	3	0	0	2	0	0	0	1
1035	Admin Support Coord 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	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	50	39	**Male**	17	4	3	5	3	0	0	2
				Female	33	7	8	11	4	0	0	3
2360 - Social Work	Instr Fac AY	10	9	**Male**	2	0	0	1	1	0	0	0
				Female	8	1	1	1	4	0	0	1
2481 - Social Work	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 #	**66**	**54**	**Male #**	**19**	**4**	**3**	**6**	**4**	**0**	**0**	**2**
	Grand Total %		**81.8**	**Male %**	**28.8**	**6.1**	**4.5**	**9.1**	**6.1**	**0.0**	**0.0**	**3.0**
				Female #	**47**	**8**	**9**	**16**	**9**	**0**	**0**	**5**
				Female%	**71.2**	**12.1**	**13.6**	**24.2**	**13.6**	**0.0**	**0.0**	**7.6**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Sociology

		Total			Total							
Job Code	**Job Title**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
2355	Graduate Assistant	3	3	**Male**	2	0	0	2	0	0	0	0
				Female	1	0	1	0	0	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
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	21	11	**Male**	13	6	2	4	0	0	0	1
				Female	8	4	0	1	2	0	0	1
2360 - Sociology	Instr Fac AY	15	9	**Male**	7	2	0	2	2	0	0	1
				Female	8	4	0	2	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 #	**43**	**26**	**Male #**	**23**	**8**	**2**	**9**	**2**	**0**	**0**	**2**
	Grand Total %		**60.5**	**Male %**	**53.5**	**18.6**	**4.7**	**20.9**	**4.7**	**0.0**	**0.0**	**4.7**
				Female #	**20**	**9**	**1**	**5**	**4**	**0**	**0**	**1**
				Female%	**46.5**	**20.9**	**2.3**	**11.6**	**9.3**	**0.0**	**0.0**	**2.3**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Special Education & Counseling

		Total		Total								
Job Code	**Job Title**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
2355	Graduate Assistant	7	5	**Male**	3	1	0	2	0	0	0	0
				Female	4	1	0	2	1	0	0	0
1032	Admin Support Assistant 12 Mo	2	2	**Male**	1	0	0	0	1	0	0	0
				Female	1	0	0	0	1	0	0	0
1035	Admin Support Coord 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
2358 - Special Education & Counseling	Lecturer AY	63	35	**Male**	18	6	3	6	3	0	0	0
				Female	45	22	1	14	7	0	0	1
2360 - Special Education & Counseling	Instr Fac AY	23	10	**Male**	4	2	0	2	0	0	0	0
				Female	19	11	1	1	6	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 #	**97**	**53**	**Male #**	**27**	**10**	**3**	**10**	**4**	**0**	**0**	**0**
	Grand Total %		**54.6**	**Male %**	**27.8**	**10.3**	**3.1**	**10.3**	**4.1**	**0.0**	**0.0**	**0.0**
				Female #	**70**	**34**	**2**	**17**	**16**	**0**	**0**	**1**
				Female%	**72.2**	**35.1**	**2.1**	**17.5**	**16.5**	**0.0**	**0.0**	**1.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Special Project

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
4555	Accountant II	1	1	**Male**	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3312	Administrator II	2	1	**Male**	2	1	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**3**	**2**	**Male #**	**3**	**1**	**0**	**1**	**0**	**0**	**0**	**1**
	Grand Total %		**66.7**	**Male %**	**100.0**	**33.3**	**0.0**	**33.3**	**0.0**	**0.0**	**0.0**	**33.3**
				Female #	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Special Projects Budget-FS

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1730	Accounting Technician I	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	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
1740	Accounting Technician III	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	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
420	Info Tech Consultant 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
410	Operating Sys Analyst 12 Mo	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3318	Administrator I	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	0	0	0	0	1
3312	Administrator II	3	2	**Male**	1	0	0	1	0	0	0	0
				Female	2	1	0	0	1	0	0	0
	Grand Total #	**11**	**9**	**Male #**	**2**	**1**	**0**	**1**	**0**	**0**	**0**	**0**
	Grand Total %		**81.8**	**Male %**	**18.2**	**9.1**	**0.0**	**9.1**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**9**	**1**	**0**	**2**	**5**	**0**	**0**	**1**
				Female%	**81.8**	**9.1**	**0.0**	**18.2**	**45.5**	**0.0**	**0.0**	**9.1**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Student Financial Aid

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1032	Admin Support Assistant 12 Mo	3	3	**Male**	0	0	0	0	0	0	0	0
				Female	3	0	0	3	0	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	7	6	**Male**	1	0	0	1	0	0	0	0
				Female	6	1	0	2	3	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
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	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
	Grand Total #	**19**	**18**	**Male #**	**3**	**0**	**0**	**3**	**0**	**0**	**0**	**0**
	Grand Total %		**94.7**	**Male %**	**15.8**	**0.0**	**0.0**	**15.8**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**16**	**1**	**0**	**11**	**4**	**0**	**0**	**0**
				Female%	**84.2**	**5.3**	**0.0**	**57.9**	**21.1**	**0.0**	**0.0**	**0.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Student Financial Services

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1730	Accounting Technician I	2	2	**Male**	1	0	0	1	0	0	0	0
				Female	1	0	0	0	1	0	0	0
1759	Collections Rep II	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	1	0	0	0
1741	Accounting Technician II	3	3	**Male**	1	0	1	0	0	0	0	0
				Female	2	0	0	2	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	3	2	**Male**	0	0	0	0	0	0	0	0
				Female	3	1	0	2	0	0	0	0
1762	Accountant I	3	2	**Male**	0	0	0	0	0	0	0	0
				Female	3	1	0	2	0	0	0	0
3318	Administrator I	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
3312	Administrator II	1	1	**Male**	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**17**	**15**	**Male #**	**3**	**0**	**2**	**1**	**0**	**0**	**0**	**0**
	Grand Total %		**88.2**	**Male %**	**17.6**	**0.0**	**11.8**	**5.9**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**14**	**2**	**0**	**8**	**4**	**0**	**0**	**0**
				Female%	**82.4**	**11.8**	**0.0**	**47.1**	**23.5**	**0.0**	**0.0**	**0.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Students with Disabilities

		Total		Total								
Job Code	**Job Title**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
1032	Admin Support Assistant 12 Mo	3	3	**Male**	2	0	0	2	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3082	SSP II	2	2	**Male**	1	0	1	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
420	Info Tech Consultant 12 Mo	1	1	**Male**	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3084	SSP III	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3312	Administrator II	2	2	**Male**	1	0	0	1	0	0	0	0
				Female	1	0	1	0	0	0	0	0
	Grand Total #	**9**	**9**	**Male #**	**5**	**0**	**1**	**4**	**0**	**0**	**0**	**0**
	Grand Total %		**100.0**	**Male %**	**55.6**	**0.0**	**11.1**	**44.4**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**4**	**0**	**1**	**3**	**0**	**0**	**0**	**0**
				Female%	**44.4**	**0.0**	**11.1**	**33.3**	**0.0**	**0.0**	**0.0**	**0.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Study in LA

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

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Technology

		Total		Total								
Job Code	**Job Title**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
1035	Admin Support Coord 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2358 - Technology	Lecturer AY	12	9	**Male**	10	3	0	6	1	0	0	0
				Female	2	0	0	0	0	1	0	1
2360 - Technology	Instr Fac AY	10	7	**Male**	6	1	1	1	3	0	0	0
				Female	4	2	0	0	2	0	0	0
2481 - Technology	Dept Chair 12 Mo	1	1	**Male**	1	0	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**24**	**18**	**Male #**	**17**	**4**	**1**	**7**	**4**	**0**	**0**	**1**
	Grand Total %		**75.0**	**Male %**	**70.8**	**16.7**	**4.2**	**29.2**	**16.7**	**0.0**	**0.0**	**4.2**
				Female #	**7**	**2**	**0**	**1**	**2**	**1**	**0**	**1**
				Female%	**29.2**	**8.3**	**0.0**	**4.2**	**8.3**	**4.2**	**0.0**	**4.2**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Theatre Arts and Dance

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2355	Graduate Assistant	2	1	**Male**	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2354 - Theatre Arts and Dance	Teaching Associate AY	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1035	Admin Support Coord 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2358 - Theatre Arts and Dance	Lecturer AY	5	2	**Male**	0	0	0	0	0	0	0	0
				Female	5	3	0	1	1	0	0	0
2360 - Theatre Arts and Dance	Instr Fac AY	8	3	**Male**	5	4	0	1	0	0	0	0
				Female	3	1	0	0	0	1	0	1
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
	Grand Total #	**18**	**7**	**Male #**	**8**	**6**	**0**	**2**	**0**	**0**	**0**	**0**
	Grand Total %		**38.9**	**Male %**	**44.4**	**33.3**	**0.0**	**11.1**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**10**	**5**	**0**	**2**	**1**	**1**	**0**	**1**
				Female%	**55.6**	**27.8**	**0.0**	**11.1**	**5.6**	**5.6**	**0.0**	**5.6**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Transportation

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1032	Admin Support Assistant 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
1758	Collections Rep 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	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
	Grand Total #	**3**	**3**	**Male #**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**100.0**	**Male %**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**3**	**0**	**1**	**2**	**0**	**0**	**0**	**0**
				Female%	**100.0**	**0.0**	**33.3**	**66.7**	**0.0**	**0.0**	**0.0**	**0.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: TVFM

		Total			Total							
Job Code	**Job Title**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
2355	Graduate Assistant	5	4	**Male**	4	1	0	2	0	0	0	1
				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	1	0	0	0	0
2354 - TVFM	Teaching Associate AY	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1035	Admin Support Coord 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
2358 - TVFM	Lecturer AY	13	7	**Male**	8	4	1	1	2	0	0	0
				Female	5	2	2	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	12	6	**Male**	5	2	1	2	0	0	0	0
				Female	7	4	0	1	1	0	0	1
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	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**36**	**21**	**Male #**	**19**	**8**	**2**	**5**	**2**	**1**	**0**	**1**
	Grand Total %		**58.3**	**Male %**	**52.8**	**22.2**	**5.6**	**13.9**	**5.6**	**2.8**	**0.0**	**2.8**
				Female #	**17**	**7**	**2**	**3**	**2**	**1**	**0**	**2**
				Female%	**47.2**	**19.4**	**5.6**	**8.3**	**5.6**	**2.8**	**0.0**	**5.6**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Undergraduate Studies

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1038	Admin Analyst/Spclst 12 Mo	5	4	**Male**	1	1	0	0	0	0	0	0
				Female	4	0	1	2	1	0	0	0
3312	Administrator II	3	1	**Male**	1	1	0	0	0	0	0	0
				Female	2	1	0	1	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 #	**9**	**5**	**Male #**	**2**	**2**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**55.6**	**Male %**	**22.2**	**22.2**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**7**	**2**	**1**	**3**	**1**	**0**	**0**	**0**
				Female%	**77.8**	**22.2**	**11.1**	**33.3**	**11.1**	**0.0**	**0.0**	**0.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: University Library

		Total		Total								
Job Code	**Job Title**	**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
2888	Library Services Spec III	8	6	**Male**	3	2	0	0	0	0	1	0
				Female	5	0	0	4	0	0	0	1
1741	Accounting Technician II	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
2887	Library Services Spec II	4	4	**Male**	2	0	0	1	1	0	0	0
				Female	2	0	0	1	1	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	4	3	**Male**	1	1	0	0	0	0	0	0
				Female	3	0	0	0	2	0	0	1
800	Pub Affairs/Comm Spec 12 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
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	Librarian 12 Mo	15	10	**Male**	3	2	0	1	0	0	0	0
				Female	12	3	1	4	4	0	0	0
2919	Librarian 10 Mo	2	1	**Male**	0	0	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0
3306	Administrator III	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
3300	Administrator IV	1	1	**Male**	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: University Library

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
	Grand Total #	44	33	**Male #**	14	6	0	5	2	0	1	0
	Grand Total %		75.0	**Male %**	31.8	13.6	0.0	11.4	4.5	0.0	2.3	0.0
				Female #	30	5	2	10	11	0	0	2
				Female%	68.2	11.4	4.5	22.7	25.0	0.0	0.0	4.5

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: University Outreach

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
3082	SSP II	5	5	**Male**	2	0	1	1	0	0	0	0
				Female	3	0	1	1	1	0	0	0
3084	SSP III	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1
3318	Administrator I	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
3312	Administrator II	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
	Grand Total #	**8**	**8**	**Male #**	**2**	**0**	**1**	**1**	**0**	**0**	**0**	**0**
	Grand Total %		**100.0**	**Male %**	**25.0**	**0.0**	**12.5**	**12.5**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**6**	**0**	**2**	**1**	**2**	**0**	**0**	**1**
				Female%	**75.0**	**0.0**	**25.0**	**12.5**	**25.0**	**0.0**	**0.0**	**12.5**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: University Times

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

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: University Writing Center-ULS

		Total		Total								
Job Code	**Job Title**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
2325	Graduate Assistant Monthly	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	1	0	0	0
3082	SSP II	2	2	**Male**	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
3084	SSP III	2	2	**Male**	1	0	0	0	1	0	0	0
				Female	1	0	0	1	0	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**	**5**	**1**	**0**	**0**	**0**
				Female%	**85.7**	**0.0**	**0.0**	**71.4**	**14.3**	**0.0**	**0.0**	**0.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Upward Bound

Job Code	Job Title	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**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: VA - SSF-Veterans Affair

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1032	Admin Support Assistant 12 Mo	1	1	**Male**	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1035	Admin Support Coord 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
3318	Administrator I	1	1	**Male**	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**3**	**3**	**Male #**	**2**	**0**	**0**	**2**	**0**	**0**	**0**	**0**
	Grand Total %		**100.0**	**Male %**	**66.7**	**0.0**	**0.0**	**66.7**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**1**	**0**	**1**	**0**	**0**	**0**	**0**	**0**
				Female%	**33.3**	**0.0**	**33.3**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Vice President Academic Affrs

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1170	Cnfdntl Office Support 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
3300	Administrator IV	1	1	**Male**	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**2**	**2**	**Male #**	**1**	**0**	**0**	**1**	**0**	**0**	**0**	**0**
	Grand Total %		**100.0**	**Male %**	**50.0**	**0.0**	**0.0**	**50.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**1**	**0**	**0**	**0**	**1**	**0**	**0**	**0**
				Female%	**50.0**	**0.0**	**0.0**	**0.0**	**50.0**	**0.0**	**0.0**	**0.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Vice President ITS Office

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1032	Admin Support Assistant 12 Mo	1	1	**Male**	1	0	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0
1170	Cnfdntl Office Support 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3312	Administrator II	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3306	Administrator III	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
	Grand Total #	**4**	**4**	**Male #**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**1**
	Grand Total %		**100.0**	**Male %**	**25.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**25.0**
				Female #	**3**	**0**	**0**	**2**	**1**	**0**	**0**	**0**
				Female%	**75.0**	**0.0**	**0.0**	**50.0**	**25.0**	**0.0**	**0.0**	**0.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: VP Admin & Finance

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1170	Cnfdntl Office Support 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3312	Administrator II	4	4	**Male**	1	0	1	0	0	0	0	0
				Female	3	0	0	2	1	0	0	0
3306	Administrator III	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3300	Administrator IV	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**7**	**5**	**Male #**	**1**	**0**	**1**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**71.4**	**Male %**	**14.3**	**0.0**	**14.3**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**6**	**2**	**0**	**3**	**1**	**0**	**0**	**0**
				Female%	**85.7**	**28.6**	**0.0**	**42.9**	**14.3**	**0.0**	**0.0**	**0.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: VP Institutional Advancement

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1170	Cnfdntl Office Support 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	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	1	0	0	0	0
3318	Administrator I	1	1	**Male**	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
3306	Administrator III	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3300	Administrator IV	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**5**	**4**	**Male #**	**1**	**0**	**0**	**0**	**1**	**0**	**0**	**0**
	Grand Total %		**80.0**	**Male %**	**20.0**	**0.0**	**0.0**	**0.0**	**20.0**	**0.0**	**0.0**	**0.0**
				Female #	**4**	**1**	**0**	**2**	**1**	**0**	**0**	**0**
				Female%	**80.0**	**20.0**	**0.0**	**40.0**	**20.0**	**0.0**	**0.0**	**0.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: VP Student Affairs

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	1	**Male**	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
420	Info Tech Consultant 12 Mo	2	2	**Male**	2	0	1	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
3318	Administrator I	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1170	Cnfdntl Office Support 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
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	2	1	**Male**	1	1	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3300	Administrator IV	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
	Grand Total #	**10**	**9**	**Male #**	**3**	**1**	**1**	**0**	**1**	**0**	**0**	**0**
	Grand Total %		**90.0**	**Male %**	**30.0**	**10.0**	**10.0**	**0.0**	**10.0**	**0.0**	**0.0**	**0.0**
				Female #	**7**	**0**	**0**	**5**	**2**	**0**	**0**	**0**
				Female%	**70.0**	**0.0**	**0.0**	**50.0**	**20.0**	**0.0**	**0.0**	**0.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Workforce Analysis

Organizational Unit: Work Control Department

Job Code	Job Title	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
1038	Admin Analyst/Spclst 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
	Grand Total #	**3**	**3**	**Male #**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**100.0**	**Male %**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**3**	**0**	**0**	**3**	**0**	**0**	**0**	**0**
				Female%	**100.0**	**0.0**	**0.0**	**100.0**	**0.0**	**0.0**	**0.0**	**0.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

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+**
AA Faculty Affairs	3	0	3	2	0	0	0	0	0	0	0	1	0	2	0	0	0	0
AASE	46	21	25	36	6	2	9	4	0	0	0	4	1	6	13	0	0	1
Academic Advisement Center-ULS	8	4	4	7	1	0	3	0	0	0	0	0	0	2	2	0	0	0
Academic Senate	2	0	2	2	0	0	0	0	0	0	0	0	1	0	1	0	0	0
Academic Technology	16	9	7	15	1	0	5	2	0	0	1	0	1	6	0	0	0	0
Accounting Department	29	15	14	16	9	1	1	4	0	0	0	4	1	1	7	0	0	1
Administrative Technology	6	6	0	4	2	0	0	4	0	0	0	0	0	0	0	0	0	0
Admissions	27	6	21	22	1	0	0	4	0	0	1	4	1	13	2	0	0	1
Alumni Affairs	5	1	4	4	1	0	0	0	0	0	0	0	0	2	1	0	0	1
Animal Care	2	1	1	2	0	0	0	0	0	0	1	0	0	1	0	0	0	0
Annual Fund	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
Anthropology	28	6	22	15	1	0	2	0	0	0	3	12	0	7	2	0	0	1
Applied Gerontology Institute	2	0	2	2	0	0	0	0	0	0	0	0	0	1	0	0	0	1
Art	64	33	31	30	17	1	10	1	0	1	3	17	1	8	3	0	0	2
Arts & Letters--Dean	23	8	15	15	4	0	3	1	0	0	0	4	0	10	1	0	0	0
Asian American Studies	5	3	2	5	0	0	1	2	0	0	0	0	0	0	1	0	0	1
Athletics Department	30	23	7	15	13	6	4	0	0	0	0	2	1	2	0	1	0	1
Audiology Doctorate Program	3	0	3	0	0	0	0	0	0	0	0	3	0	0	0	0	0	0
Automotive	2	2	0	2	0	1	0	1	0	0	0	0	0	0	0	0	0	0
AVP Enrollment Mgt Office	5	1	4	3	0	0	1	0	0	0	0	2	0	2	0	0	0	0
AVP Facilities and Planning	3	1	2	1	1	0	0	0	0	0	0	1	0	0	1	0	0	0

California State University, Los Angeles

Snapshot Date: 11/01/2020

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+**
AVP Financial Services	5	1	4	3	1	0	0	0	0	0	0	1	1	1	0	0	0	1
AVP Student Service Office	7	2	5	5	0	0	0	1	0	0	1	2	0	3	0	0	0	0
B;E Advisement Center	3	2	1	3	0	1	1	0	0	0	0	0	0	0	1	0	0	0
B;E Strategic Communicatns Grp	3	2	1	3	0	0	0	2	0	0	0	0	0	0	1	0	0	0
Baseline	5	3	2	4	0	0	2	1	0	0	0	1	0	0	1	0	0	0
Biology and Microbiology	56	26	30	32	11	1	7	6	0	0	1	13	0	8	7	0	0	2
Budget Office	5	2	3	5	0	0	0	2	0	0	0	0	0	1	2	0	0	0
Building Services	8	8	0	7	1	0	5	2	0	0	0	0	0	0	0	0	0	0
Business and Economics--Dean	18	7	11	16	0	0	4	2	0	0	1	2	0	5	3	0	0	1
Business Financial Services	18	4	14	15	0	0	4	0	0	0	0	3	1	3	7	0	0	0
Cal State Teach	2	1	1	2	0	1	0	0	0	0	0	0	0	1	0	0	0	0
Career Center	6	2	4	3	1	0	0	1	0	0	0	2	0	2	0	0	0	0
Carpenter Shop	7	7	0	5	2	0	5	0	0	0	0	0	0	0	0	0	0	0
CC - SSF-Career Services	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
Center for ESPG	7	1	6	7	0	0	0	1	0	0	0	0	0	4	2	0	0	0
Central Store	2	2	0	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0
CETL	8	5	3	6	1	0	3	1	0	0	0	1	0	0	1	0	0	1
Charter College of Ed - Dean	18	3	15	12	0	0	1	2	0	0	0	6	0	7	2	0	0	0
Chemistry & Biochemistry	52	33	19	35	14	4	2	10	0	0	3	3	1	6	9	0	0	0
Chicano Studies	33	15	18	32	0	0	15	0	0	0	0	1	0	17	0	0	0	0
Child & Family Studies	68	8	60	49	3	0	4	1	0	0	0	16	3	27	8	1	0	5

California State University, Los Angeles

Snapshot Date: 11/01/2020

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+**
Civil Engineering	28	23	5	18	8	1	4	9	0	0	1	2	0	1	2	0	0	0
College of Ethnic Studies	3	1	2	3	0	0	0	0	0	0	1	0	1	0	1	0	0	0
Communication Disorders	35	10	25	18	6	1	1	2	0	0	0	11	0	7	3	0	0	4
Communication Studies	55	20	35	34	9	0	6	4	1	0	0	12	4	9	8	0	0	2
Computer Center Office	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Computer Science	28	21	7	16	9	0	2	9	0	0	1	3	0	0	3	0	0	1
Copy Print Program	2	2	0	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0
Criminal Justice	38	19	19	19	8	3	4	2	0	0	2	11	1	1	3	0	0	3
Curriculum & Instruction	57	17	40	33	6	3	5	1	0	0	2	18	2	10	7	1	0	2
Custodial Dept	64	31	33	64	0	11	18	2	0	0	0	0	1	31	0	1	0	0
Desktop Services	5	5	0	5	0	0	1	4	0	0	0	0	0	0	0	0	0	0
Development Office	6	1	5	4	0	0	1	0	0	0	0	2	0	3	0	0	0	0
Distribution Center	4	4	0	4	0	0	4	0	0	0	0	0	0	0	0	0	0	0
DNP-Nursing Restricted	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Dreamers Resource Center	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
Early Entrance Program	3	0	3	2	0	0	0	0	0	0	0	1	1	1	0	0	0	0
Economics & Statistics	22	13	9	15	5	1	2	5	0	0	0	2	0	2	5	0	0	0
ECST Student Services	7	2	5	5	1	0	1	0	0	0	0	1	0	3	1	0	0	0
EdD in Educational Leadership	9	1	8	9	0	0	1	0	0	0	0	0	0	4	3	0	0	1
Electrical & Computer Engr	23	17	6	12	7	0	3	5	0	0	2	4	0	1	1	0	0	0
Electrical Shop	6	6	0	6	0	0	6	0	0	0	0	0	0	0	0	0	0	0

California State University, Los Angeles

Snapshot Date: 11/01/2020

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+**
English	75	29	46	43	9	0	9	9	0	0	2	23	1	13	5	0	0	4
Engr Comp Sci & Tech--Dean	25	15	10	16	5	1	6	3	0	0	0	4	0	4	1	0	0	1
Enterprise Applications	14	11	3	9	3	0	0	8	0	0	0	2	0	0	1	0	0	0
Environmental Health & Safety	5	3	2	4	1	1	1	0	0	0	0	0	0	1	1	0	0	0
EOP	14	6	8	14	0	1	4	0	0	0	1	0	3	4	0	0	0	1
Equity and Diversity	3	0	3	2	0	0	0	0	0	0	0	1	1	1	0	0	0	0
Equity, Diversity & Inclusion	4	2	2	3	0	0	2	0	0	0	0	1	0	0	1	0	0	0
Extended Education	3	1	2	3	0	0	0	1	0	0	0	0	0	2	0	0	0	0
Fac Svcs SI-Facilities	2	2	0	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Facilities Operations Office	9	7	2	6	3	1	2	1	0	0	0	0	0	2	0	0	0	0
Finance and Law	23	15	8	17	4	2	0	8	0	0	1	2	0	0	6	0	0	0
Fire Life Safety	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Geological Sciences	26	17	9	15	8	0	3	4	0	0	2	3	1	2	1	0	0	2
Grad Bus Prof Fee	1	0	1	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
Graduate Studies Office	6	2	4	6	0	0	2	0	0	0	0	0	1	1	1	0	0	1
Grounds Dept	22	22	0	20	2	1	17	1	0	0	1	0	0	0	0	0	0	0
HC - SSF-Hlth Ed & Wellness	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Health & Human Services--Dean	18	6	12	16	2	0	2	2	0	0	0	0	3	7	2	0	0	0
Health Center	45	11	34	35	3	2	0	5	0	0	1	7	3	14	8	0	0	2
HHS Advisement & Outreach Ctr	7	5	2	5	2	3	0	0	0	0	0	0	1	1	0	0	0	0
History	28	15	13	13	8	2	5	0	0	0	0	7	1	2	3	0	0	0

California State University, Los Angeles

Snapshot Date: 11/01/2020

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+**
Honors College	6	1	5	4	1	0	0	0	0	0	0	1	0	3	1	0	0	0
Housing Services	13	8	5	12	1	0	7	0	0	0	0	0	2	3	0	0	0	0
Human Resource Management	15	3	12	14	1	0	2	0	0	0	0	0	2	8	2	0	0	0
Information Systems	23	15	8	14	6	1	2	6	0	0	0	3	1	0	4	0	0	0
Information Technology Svcs	2	1	1	2	0	0	0	1	0	0	0	0	0	0	1	0	0	0
Institutional Research	7	5	2	6	1	0	0	3	0	0	1	0	0	0	1	0	0	1
IT Infrastructure Services	15	11	4	13	2	0	2	7	0	0	0	0	0	0	4	0	0	0
ITS Financial & Support Svcs	23	12	11	18	4	0	4	4	0	0	0	1	1	4	4	0	0	1
Kinesiology & Nutritnl Science	87	32	55	52	13	1	9	9	0	0	0	22	1	14	13	1	0	4
Latin American Studies	9	3	6	8	0	0	2	0	0	0	1	1	0	4	0	1	0	0
Liberal Studies	22	8	14	13	6	1	1	0	0	0	0	3	0	7	3	1	0	0
Luckman Fine Arts	4	2	2	2	1	0	1	0	0	0	0	1	1	0	0	0	0	0
Management	66	36	30	42	12	4	6	11	0	0	3	12	2	6	6	1	0	3
Marketing	26	13	13	22	0	4	1	6	0	0	2	4	2	2	2	0	0	3
Mathematics	76	43	33	52	11	3	13	16	0	0	0	13	0	4	15	0	0	1
Mechanical Engineer	30	27	3	13	15	0	4	7	0	0	1	2	0	1	0	0	0	0
MESA-MSP	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
Modern Languages & Literatre	21	6	15	15	1	0	3	2	0	0	0	5	0	2	6	0	0	2
Music	43	21	22	17	15	2	3	0	1	0	0	11	0	4	3	0	0	4
Natural & Social Sciences-Dean	41	14	27	33	2	1	7	3	0	0	1	6	6	9	4	1	0	1
Network and Telecom	7	5	2	7	0	0	0	5	0	0	0	0	1	0	1	0	0	0

California State University, Los Angeles

Snapshot Date: 11/01/2020

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+**
Nursing	59	12	47	34	6	1	1	3	0	0	1	19	2	16	6	1	0	3
Office of Diversity & Learning	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
Office of the President	8	3	5	7	1	0	1	1	0	0	0	0	0	3	2	0	0	0
Office. Resrch., Adv., & Dev.	4	2	2	2	1	0	0	1	0	0	0	1	0	1	0	0	0	0
One Card	2	0	2	2	0	0	0	0	0	0	0	0	0	0	2	0	0	0
Orientation	2	0	2	2	0	0	0	0	0	0	0	0	0	2	0	0	0	0
OSD - SSF-Svcs & Accommodation	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
PaGE - LA Downtown office	3	3	0	2	1	0	2	0	0	0	0	0	0	0	0	0	0	0
PaGE Enrollment Services	5	1	4	4	0	0	0	1	0	0	0	1	0	3	0	0	0	0
PaGE Fiscal Operations	5	2	3	5	0	0	1	1	0	0	0	0	1	0	2	0	0	0
PaGE International Office	6	2	4	6	0	0	1	1	0	0	0	0	0	2	2	0	0	0
PaGE Mkting and Communication	3	0	3	3	0	0	0	0	0	0	0	0	0	2	1	0	0	0
PaGE Program Area	9	1	8	8	1	0	0	0	0	0	0	0	1	1	5	0	0	1
Paint Shop	3	3	0	3	0	2	1	0	0	0	0	0	0	0	0	0	0	0
Pan African Studies	17	8	9	17	0	8	0	0	0	0	0	0	7	1	0	0	0	1
Parking	16	8	8	15	1	2	5	0	0	0	0	0	1	7	0	0	0	0
Pat Brown Institute	2	1	1	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0
Payroll	6	1	5	5	0	0	0	1	0	0	0	1	0	1	3	0	0	0
Philosophy	19	15	4	8	8	0	1	5	0	0	1	3	0	0	1	0	0	0
Physics and Astronomy	37	29	8	19	15	0	8	4	0	0	2	3	0	2	3	0	0	0
Planning & Construction	2	1	1	1	0	0	0	1	0	0	0	1	0	0	0	0	0	0

California State University, Los Angeles

Snapshot Date: 11/01/2020

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+**
Plumbing Shop	4	4	0	4	0	0	4	0	0	0	0	0	0	0	0	0	0	0
Police	33	23	10	30	3	5	12	2	0	0	1	0	0	10	0	0	0	0
Political Science	29	16	13	17	7	0	3	4	0	0	2	5	1	1	4	0	0	2
Printing Center	7	7	0	6	1	0	4	2	0	0	0	0	0	0	0	0	0	0
Property Management	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Psychology	63	21	42	43	9	1	5	5	0	0	1	11	2	16	11	0	0	2
Public Affairs	13	7	6	11	1	0	4	2	0	0	0	1	2	1	2	0	0	0
Public Health	25	7	18	16	4	1	1	0	0	0	1	5	1	6	6	0	0	0
Purchasing	6	2	4	4	1	0	1	0	0	0	0	1	2	0	1	0	0	0
Registrars Office	34	9	25	27	3	0	5	1	0	0	0	4	2	15	3	0	0	1
Resource Planning and Mgmt	7	2	5	5	0	0	0	2	0	0	0	2	0	2	0	0	0	1
SA - SSF-Student Development	1	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
School Development Office	11	3	8	8	2	0	1	0	0	0	0	1	2	3	2	0	0	0
Smart Start	7	2	5	7	0	0	1	0	0	0	1	0	0	5	0	0	0	0
Social Work	66	19	47	54	4	3	6	4	0	0	2	8	9	16	9	0	0	5
Sociology	43	23	20	26	8	2	9	2	0	0	2	9	1	5	4	0	0	1
Special Education & Counseling	97	27	70	53	10	3	10	4	0	0	0	34	2	17	16	0	0	1
Special Project	3	3	0	2	1	0	1	0	0	0	1	0	0	0	0	0	0	0
Special Projects Budget-FS	11	2	9	9	1	0	1	0	0	0	0	1	0	2	5	0	0	1
Student Financial Aid	19	3	16	18	0	0	3	0	0	0	0	1	0	11	4	0	0	0
Student Financial Services	17	3	14	15	0	2	1	0	0	0	0	2	0	8	4	0	0	0

California State University, Los Angeles

Snapshot Date: 11/01/2020

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+**
Students with Disabilities	9	5	4	9	0	1	4	0	0	0	0	0	1	3	0	0	0	0
Study in LA	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Technology	24	17	7	18	4	1	7	4	0	0	1	2	0	1	2	1	0	1
Theatre Arts and Dance	18	8	10	7	6	0	2	0	0	0	0	5	0	2	1	1	0	1
Transportation	3	0	3	3	0	0	0	0	0	0	0	0	1	2	0	0	0	0
TVFM	36	19	17	21	8	2	5	2	1	0	1	7	2	3	2	1	0	2
Undergraduate Studies	9	2	7	5	2	0	0	0	0	0	0	2	1	3	1	0	0	0
University Library	44	14	30	33	6	0	5	2	0	1	0	5	2	10	11	0	0	2
University Outreach	8	2	6	8	0	1	1	0	0	0	0	0	2	1	2	0	0	1
University Times	1	1	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0
University Writing Center-ULS	7	1	6	7	0	0	0	1	0	0	0	0	0	5	1	0	0	0
Upward Bound	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
VA - SSF-Veterans Affair	3	2	1	3	0	0	2	0	0	0	0	0	1	0	0	0	0	0
Vice President Academic Affrs	2	1	1	2	0	0	1	0	0	0	0	0	0	0	1	0	0	0
Vice President ITS Office	4	1	3	4	0	0	0	0	0	0	1	0	0	2	1	0	0	0
VP Admin & Finance	7	1	6	5	0	1	0	0	0	0	0	2	0	3	1	0	0	0
VP Institutional Advancement	5	1	4	4	0	0	0	1	0	0	0	1	0	2	1	0	0	0
VP Student Affairs	10	3	7	9	1	1	0	1	0	0	0	0	0	5	2	0	0	0
Work Control Department	3	0	3	3	0	0	0	0	0	0	0	0	0	3	0	0	0	0
Total (#)	**2,811**	**1,258**	**1,553**	**1,952**	**413**	**107**	**395**	**279**	**3**	**2**	**59**	**446**	**103**	**557**	**341**	**13**	**0**	**93**
Total (%)		**44.8**	**55.2**	**69.4**	**14.7**	**3.8**	**14.1**	**9.9**	**0.1**	**0.1**	**2.1**	**15.9**	**3.7**	**19.8**	**12.1**	**0.5**	**0.0**	**3.3**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Job Group Analysis

Job Group: 01 - Business and Financial Operations Occupations

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
1A	1762	Accountant I	6	1	5	1	5
1A	4555	Accountant II	4	1	3	1	3
1A	1730	Accounting Technician I	5	2	3	0	5
1A	1741	Accounting Technician II	10	1	9	2	8
1A	1740	Accounting Technician III	11	2	9	0	11
1A	5287	Budget Analyst	1	0	1	0	1
1A	1758	Collections Rep I	1	0	1	0	1
1A	1759	Collections Rep II	2	0	2	0	2
1A	5284	Sr Budget Analyst	5	1	4	0	5
		Total (#)	**45**	**8**	**37**	**4**	**41**
		Total (%)		**17.8**	**82.2**	**8.9**	**91.1**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Job Group Analysis

Job Group: 02 - Community Service, Legal, Arts, and Media Occupations

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
1A	850	Broadcast Engineer 12 Mo	1	1	0	0	1
1A	8820	Community Service Spec 12 Mo	4	4	0	0	4
1A	830	Desktop Pub/Graph Spec 12 Mo	1	1	0	0	1
1A	820	Graphic Designer 12 Mo	4	2	2	0	4
1A	9687	Head Resident II	1	0	1	0	1
1A	810	Media Prod Spec 12 Mo	2	0	2	0	2
1A	840	Performing Arts Tech 12 Mo	1	1	0	1	0
1A	800	Pub Affairs/Comm Spec 12 Mo	13	3	10	4	9
		Total (#)	**27**	**12**	**15**	**5**	**22**
		Total (%)		**44.4**	**55.6**	**18.5**	**81.5**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Job Group Analysis

Job Group: 03 - Computer, Engineering, and Science Occupations

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
1A	400	Analyst/Programmer 12 Mo	18	12	6	5	13
1A	440	Equip Systems Specialist 12 Mo	6	5	1	0	6
1A	420	Info Tech Consultant 12 Mo	53	41	12	6	47
1A	430	Network Analyst 12 Mo	5	4	1	0	5
1A	410	Operating Sys Analyst 12 Mo	12	11	1	1	11
1A	450	Operations Specialist 12 Mo	2	1	1	1	1
1A	5680	Research Technician III	1	0	1	0	1
		Total (#)	**97**	**74**	**23**	**13**	**84**
		Total (%)		**76.3**	**23.7**	**13.4**	**86.6**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Job Group Analysis

Job Group: 04 - Graduate Assistants

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
1A	2355	Graduate Assistant	99	33	66	21	78
1A	2325	Graduate Assistant Monthly	3	1	2	0	3
		Total (#)	**102**	**34**	**68**	**21**	**81**
		Total (%)		**33.3**	**66.7**	**20.6**	**79.4**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Job Group Analysis

Job Group: 05 - Healthcare Practitioners and Technical Occupations

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
1A	8147	Health Educator	1	0	1	0	1
1A	8134	Licensed Vocational Nurse I	1	0	1	0	1
1A	8148	Medical Assistant	6	0	6	1	5
1A	8166	Nurse Practitioner	2	0	2	0	2
1A	7992	Pharmacist I	1	0	1	0	1
1A	7993	Pharmacist II	1	1	0	0	1
1A	7922	Phlebotomist/Clinical Lab Asst	1	0	1	0	1
1A	7737	Physician	3	3	0	0	3
1A	8161	Physician Assistant	1	0	1	1	0
1A	7750	Physician-Specialty Services	1	1	0	1	0
1A	7996	Radiologic Technologist II	1	1	0	0	1
1A	8154	Registered Nurse II	3	0	3	1	2
1A	8157	Registered Nurse III	2	1	1	0	2
		Total (#)	**24**	**7**	**17**	**4**	**20**
		Total (%)		**29.2**	**70.8**	**16.7**	**83.3**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Job Group Analysis

Job Group: 06 - Librarians, Curators, and Archivists

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
1A	2919	Librarian 10 Mo	2	0	2	1	1
1A	2920	Librarian 12 Mo	15	3	12	5	10
		Total (#)	**17**	**3**	**14**	**6**	**11**
		Total (%)		**17.6**	**82.4**	**35.3**	**64.7**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Job Group Analysis

Job Group: 07 - Management Occupations

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
1A	3318	Administrator I	36	19	17	10	26
1A	3312	Administrator II	100	43	57	28	72
1A	3306	Administrator III	43	21	22	15	28
1A	3300	Administrator IV	25	10	15	13	12
1A	2977	President	1	1	0	1	0
		Total (#)	**205**	**94**	**111**	**67**	**138**
		Total (%)		**45.9**	**54.1**	**32.7**	**67.3**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Job Group Analysis

Job Group: 08 - Natural Resources, Construction, and Maintenance Occupations

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
1A	6699	Air Cond/Refrig Mechanic	5	5	0	0	5
1A	6270	Auto/Equipment Mechanic	2	2	0	0	2
1A	6702	Building Service Engineer	2	2	0	0	2
1A	6476	Carpenter	4	4	0	2	2
1A	6533	Electrician	3	3	0	1	2
1A	6940	Facilities Maintenance Mech	10	10	0	1	9
1A	6265	Facilities Project Supv	2	2	0	1	1
1A	6250	Facilities Worker I	1	1	0	0	1
1A	6251	Facilities Worker II	2	2	0	0	2
1A	745	Gardening Specialist	1	1	0	0	1
1A	731	Groundsworker	12	12	0	1	11
1A	735	Irrigation Specialist	2	2	0	0	2
1A	6532	Lead Electrician	1	1	0	0	1
1A	726	Lead Groundsworker	3	3	0	0	3
1A	6525	Lead Painter	1	1	0	0	1
1A	6526	Painter	1	1	0	0	1
1A	6549	Plumber	1	1	0	0	1
1A	6700	Sprvsng Building Svc Engnr	1	1	0	1	0
1A	6474	Sprvsng Carpenter	1	1	0	0	1
1A	6534	Sprvsng Electrician	1	1	0	0	1
1A	6524	Sprvsng Painter	1	1	0	0	1
1A	6547	Sprvsng Plumber	1	1	0	0	1
		Total (#)	**58**	**58**	**0**	**7**	**51**
		Total (%)		**100.0**	**0.0**	**12.1**	**87.9**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Job Group Analysis

Job Group: 09 - Office and Administrative Support Occupations

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
1A	1036	Admin Analyst/Spclst 10/12	1	0	1	0	1
1A	1038	Admin Analyst/Spclst 12 Mo	96	15	81	13	83
1A	1032	Admin Support Assistant 12 Mo	61	13	48	4	57
1A	1035	Admin Support Coord 12 Mo	113	17	96	12	101
1A	4791	Buyer I	1	0	1	0	1
1A	4794	Buyer III	2	0	2	0	2
1A	1176	Cnfdntl Admin Support 12 Mo	4	1	3	0	4
1A	1170	Cnfdntl Office Support 12 Mo	8	0	8	0	8
1A	1100	Payroll Technician I	1	1	0	0	1
1A	1101	Payroll Technician II	2	0	2	1	1
1A	1102	Payroll Technician III	1	0	1	0	1
1A	5151	Personnel Assistant	1	0	1	0	1
1A	1550	Property Clerk I	1	1	0	1	0
1A	1549	Property Clerk II	1	0	1	0	1
		Total (#)	**293**	**48**	**245**	**31**	**262**
		Total (%)		**16.4**	**83.6**	**10.6**	**89.4**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Job Group Analysis

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

EEO Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
1A	2866	Accompanist II	1	0	1	0	1
1A	5783	Assoc, Acad & Instit Studies 2	5	4	1	1	4
1A	5787	Assoc, Acad & Instit Studies 3	1	1	0	0	1
1A	1514	Athletic Equipment Attendant I	1	1	0	0	1
1A	2630	Credential Analyst II	2	0	2	0	2
1A	7000	Equip Maintenance Assistant	3	3	0	1	2
1A	7004	Equip Tech I, Spclized Equip	1	1	0	0	1
1A	7012	Equip Tech II, Electro-Mechnl	3	3	0	0	3
1A	7013	Equip Tech II, Electronic	3	3	0	1	2
1A	7023	Equip Tech III, Electronic	5	4	1	2	3
1A	7021	Equip Tech III, Mechanical	1	1	0	1	0
1A	7024	Equip Tech III, Spclized Equip	2	1	1	0	2
1A	2632	Evaluator I	13	3	10	1	12
1A	2633	Evaluator II	7	3	4	1	6
1A	2634	Evaluator Trainee	2	1	1	0	2
1A	5181	Extended Ed Specialist I	1	0	1	0	1
1A	5182	Extended Ed Specialist II	6	1	5	2	4
1A	8145	Health Education Assistant	1	0	1	0	1
1A	1577	Instructional Support Asst I	1	1	0	0	1
1A	1615	Instructional Support Tech I	3	2	1	2	1
1A	1617	Instructional Support Tech II	7	4	3	0	7
1A	1619	Instructional Support Tech III	7	3	4	2	5
1A	2886	Library Services Spec I	1	0	1	0	1
1A	2887	Library Services Spec II	4	2	2	0	4
1A	2888	Library Services Spec III	8	3	5	2	6

California State University, Los Angeles

Snapshot Date: 11/01/2020

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
1A	3070	SSP Academic Related I 12 Mo	6	1	5	1	5
1A	3071	SSP Academic Related I AY	2	0	2	1	1
1A	3079	SSP I	8	2	6	0	8
1A	3082	SSP II	64	19	45	6	58
1A	3084	SSP III	28	7	21	1	27
1A	2635	Stdnt Pers Tech,Financial Aids	4	1	3	0	4
		Total (#)	**201**	**75**	**126**	**25**	**176**
		Total (%)		**37.3**	**62.7**	**12.4**	**87.6**

California State University, Los Angeles

Snapshot Date: 11/01/2020

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
1A	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**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Job Group Analysis

Job Group: 12 - Postsecondary Teachers

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
1A	8185	Athletic Trainer II 12 Mo	1	0	1	1	0
1A	2376 - Athletics Department	Coach 12 Mo	1	1	0	1	0
1A	2384 - Athletics Department	Coaching Assistant AY	9	7	2	5	4
1A	2379 - Athletics Department	Coaching Specialist 12 Mo	3	1	2	0	3
1A	2481 - AASE	Dept Chair 12 Mo	1	0	1	1	0
1A	2481 - Accounting Department	Dept Chair 12 Mo	1	1	0	1	0
1A	2481 - Anthropology	Dept Chair 12 Mo	1	0	1	1	0
1A	2481 - Applied Gerontology Institute	Dept Chair 12 Mo	1	0	1	0	1
1A	2481 - Art	Dept Chair 12 Mo	1	0	1	1	0
1A	2481 - Biology and Microbiology	Dept Chair 12 Mo	1	0	1	1	0
1A	2481 - Chemistry & Biochemistry	Dept Chair 12 Mo	1	1	0	0	1
1A	2481 - Chicano Studies	Dept Chair 12 Mo	1	0	1	0	1
1A	2481 - Child & Family Studies	Dept Chair 12 Mo	1	0	1	1	0
1A	2481 - Civil Engineering	Dept Chair 12 Mo	1	1	0	1	0
1A	2481 - Communication Disorders	Dept Chair 12 Mo	1	0	1	1	0
1A	2481 - Communication Studies	Dept Chair 12 Mo	1	1	0	1	0
1A	2481 - Computer Science	Dept Chair 12 Mo	1	0	1	0	1
1A	2481 - Criminal Justice	Dept Chair 12 Mo	1	0	1	1	0
1A	2481 - Curriculum & Instruction	Dept Chair 12 Mo	1	0	1	0	1
1A	2481 - Economics & Statistics	Dept Chair 12 Mo	1	1	0	0	1
1A	2481 - Electrical & Computer Engr	Dept Chair 12 Mo	1	1	0	0	1
1A	2481 - English	Dept Chair 12 Mo	1	0	1	0	1
1A	2481 - Finance and Law	Dept Chair 12 Mo	1	0	1	0	1
1A	2481 - Geological Sciences	Dept Chair 12 Mo	1	1	0	1	0
1A	2481 - History	Dept Chair 12 Mo	1	0	1	0	1

California State University, Los Angeles

Snapshot Date: 11/01/2020

Job Group Analysis

Job Group: 12 - Postsecondary Teachers

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
1A	2481 - Information Systems	Dept Chair 12 Mo	1	1	0	1	0
1A	2481 - Kinesiology & Nutritnl Science	Dept Chair 12 Mo	1	1	0	0	1
1A	2481 - Latin American Studies	Dept Chair 12 Mo	1	0	1	1	0
1A	2481 - Liberal Studies	Dept Chair 12 Mo	1	1	0	1	0
1A	2481 - Management	Dept Chair 12 Mo	1	1	0	0	1
1A	2481 - Mathematics	Dept Chair 12 Mo	1	1	0	1	0
1A	2481 - Mechanical Engineer	Dept Chair 12 Mo	1	0	1	1	0
1A	2481 - Modern Languages & Literatre	Dept Chair 12 Mo	1	0	1	1	0
1A	2481 - Natural & Social Sciences-Dean	Dept Chair 12 Mo	1	0	1	1	0
1A	2481 - Nursing	Dept Chair 12 Mo	1	0	1	0	1
1A	2481 - Pan African Studies	Dept Chair 12 Mo	1	1	0	0	1
1A	2481 - Philosophy	Dept Chair 12 Mo	1	1	0	1	0
1A	2481 - Physics and Astronomy	Dept Chair 12 Mo	1	1	0	0	1
1A	2481 - Political Science	Dept Chair 12 Mo	1	1	0	1	0
1A	2481 - Psychology	Dept Chair 12 Mo	1	0	1	0	1
1A	2481 - Public Health	Dept Chair 12 Mo	1	1	0	1	0
1A	2481 - Social Work	Dept Chair 12 Mo	1	0	1	0	1
1A	2481 - Sociology	Dept Chair 12 Mo	1	0	1	1	0
1A	2481 - Special Education & Counseling	Dept Chair 12 Mo	1	1	0	1	0
1A	2481 - Technology	Dept Chair 12 Mo	1	1	0	0	1
1A	2481 - Theatre Arts and Dance	Dept Chair 12 Mo	1	0	1	1	0
1A	2481 - TVFM	Dept Chair 12 Mo	1	0	1	1	0
1A	2403 - Communication Disorders	FT Faculty Unit-Addtl Emplymt	1	1	0	0	1
1A	2373 - Athletics Department	Head Coach 12 Mo	7	6	1	4	3
1A	2361 - Art	Instr Fac 12 Mo	1	0	1	0	1

California State University, Los Angeles

Snapshot Date: 11/01/2020

Job Group Analysis

Job Group: 12 - Postsecondary Teachers

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
1A	2361 - English	Instr Fac 12 Mo	1	0	1	0	1
1A	2360 - AASE	Instr Fac AY	15	7	8	5	10
1A	2360 - Accounting Department	Instr Fac AY	17	6	11	5	12
1A	2360 - Anthropology	Instr Fac AY	10	3	7	5	5
1A	2360 - Art	Instr Fac AY	13	11	2	6	7
1A	2360 - Asian American Studies	Instr Fac AY	3	1	2	0	3
1A	2360 - Biology and Microbiology	Instr Fac AY	19	9	10	11	8
1A	2360 - Chemistry & Biochemistry	Instr Fac AY	14	8	6	4	10
1A	2360 - Chicano Studies	Instr Fac AY	5	3	2	0	5
1A	2360 - Child & Family Studies	Instr Fac AY	10	1	9	4	6
1A	2360 - Civil Engineering	Instr Fac AY	9	6	3	4	5
1A	2360 - Communication Disorders	Instr Fac AY	9	3	6	4	5
1A	2360 - Communication Studies	Instr Fac AY	12	5	7	4	8
1A	2360 - Computer Science	Instr Fac AY	13	10	3	5	8
1A	2360 - Criminal Justice	Instr Fac AY	14	5	9	7	7
1A	2360 - Curriculum & Instruction	Instr Fac AY	19	7	12	9	10
1A	2360 - Economics & Statistics	Instr Fac AY	9	5	4	1	8
1A	2360 - EdD in Educational Leadership	Instr Fac AY	2	0	2	0	2
1A	2360 - Electrical & Computer Engr	Instr Fac AY	7	4	3	5	2
1A	2360 - English	Instr Fac AY	17	9	8	10	7
1A	2360 - Finance and Law	Instr Fac AY	13	8	5	3	10
1A	2360 - Geological Sciences	Instr Fac AY	8	6	2	3	5
1A	2360 - History	Instr Fac AY	13	6	7	7	6
1A	2360 - Information Systems	Instr Fac AY	14	9	5	3	11
1A	2360 - Kinesiology & Nutritnl Science	Instr Fac AY	20	7	13	11	9

California State University, Los Angeles

Snapshot Date: 11/01/2020

Job Group Analysis

Job Group: 12 - Postsecondary Teachers

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
1A	2360 - Latin American Studies	Instr Fac AY	4	2	2	0	4
1A	2360 - Liberal Studies	Instr Fac AY	7	3	4	1	6
1A	2360 - Management	Instr Fac AY	23	11	12	9	14
1A	2360 - Marketing	Instr Fac AY	14	6	8	2	12
1A	2360 - Mathematics	Instr Fac AY	14	9	5	7	7
1A	2360 - Mechanical Engineer	Instr Fac AY	12	12	0	7	5
1A	2360 - Modern Languages & Literatre	Instr Fac AY	10	5	5	2	8
1A	2360 - Music	Instr Fac AY	13	8	5	9	4
1A	2360 - Nursing	Instr Fac AY	16	4	12	7	9
1A	2360 - Pan African Studies	Instr Fac AY	6	3	3	0	6
1A	2360 - Philosophy	Instr Fac AY	7	6	1	2	5
1A	2360 - Physics and Astronomy	Instr Fac AY	7	6	1	6	1
1A	2360 - Political Science	Instr Fac AY	11	6	5	5	6
1A	2360 - Psychology	Instr Fac AY	17	9	8	9	8
1A	2360 - Public Health	Instr Fac AY	8	2	6	4	4
1A	2360 - Social Work	Instr Fac AY	10	2	8	1	9
1A	2360 - Sociology	Instr Fac AY	15	7	8	6	9
1A	2360 - Special Education & Counseling	Instr Fac AY	23	4	19	13	10
1A	2360 - Technology	Instr Fac AY	10	6	4	3	7
1A	2360 - Theatre Arts and Dance	Instr Fac AY	8	5	3	5	3
1A	2360 - TVFM	Instr Fac AY	12	5	7	6	6
1A	2358 - AASE	Lecturer AY	28	14	14	4	24
1A	2358 - Accounting Department	Lecturer AY	10	8	2	7	3
1A	2358 - Anthropology	Lecturer AY	9	2	7	6	3
1A	2358 - Art	Lecturer AY	40	20	20	26	14

California State University, Los Angeles

Snapshot Date: 11/01/2020

Job Group Analysis

Job Group: 12 - Postsecondary Teachers

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
1A	2358 - Arts & Letters--Dean	Lecturer AY	2	1	1	1	1
1A	2358 - Asian American Studies	Lecturer AY	1	1	0	0	1
1A	2358 - Audiology Doctorate Program	Lecturer AY	3	0	3	3	0
1A	2358 - Biology and Microbiology	Lecturer AY	23	12	11	8	15
1A	2358 - Business and Economics--Dean	Lecturer AY	6	2	4	1	5
1A	2358 - Charter College of Ed - Dean	Lecturer AY	1	0	1	1	0
1A	2358 - Chemistry & Biochemistry	Lecturer AY	27	17	10	11	16
1A	2358 - Chicano Studies	Lecturer AY	19	9	10	1	18
1A	2358 - Child & Family Studies	Lecturer AY	44	7	37	12	32
1A	2358 - Civil Engineering	Lecturer AY	16	15	1	4	12
1A	2358 - Communication Disorders	Lecturer AY	21	6	15	12	9
1A	2358 - Communication Studies	Lecturer AY	21	9	12	9	12
1A	2358 - Computer Science	Lecturer AY	11	9	2	6	5
1A	2358 - Criminal Justice	Lecturer AY	21	13	8	11	10
1A	2358 - Curriculum & Instruction	Lecturer AY	34	10	24	15	19
1A	2358 - Economics & Statistics	Lecturer AY	10	7	3	6	4
1A	2358 - ECST Student Services	Lecturer AY	2	1	1	2	0
1A	2358 - EdD in Educational Leadership	Lecturer AY	4	1	3	0	4
1A	2358 - Electrical & Computer Engr	Lecturer AY	11	10	1	5	6
1A	2358 - English	Lecturer AY	40	16	24	19	21
1A	2358 - Engr Comp Sci & Tech--Dean	Lecturer AY	4	3	1	3	1
1A	2358 - Finance and Law	Lecturer AY	9	7	2	3	6
1A	2358 - Geological Sciences	Lecturer AY	15	9	6	7	8
1A	2358 - HHS Advisement & Outreach Ctr	Lecturer AY	6	4	2	2	4
1A	2358 - History	Lecturer AY	11	7	4	8	3

California State University, Los Angeles

Snapshot Date: 11/01/2020

Job Group Analysis

Job Group: 12 - Postsecondary Teachers

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
1A	2358 - Honors College	Lecturer AY	1	0	1	0	1
1A	2358 - Information Systems	Lecturer AY	8	5	3	5	3
1A	2358 - Kinesiology & Nutritnl Science	Lecturer AY	57	20	37	24	33
1A	2358 - Latin American Studies	Lecturer AY	4	1	3	0	4
1A	2358 - Liberal Studies	Lecturer AY	13	4	9	7	6
1A	2358 - Management	Lecturer AY	39	24	15	15	24
1A	2358 - Marketing	Lecturer AY	11	7	4	2	9
1A	2358 - Mathematics	Lecturer AY	49	26	23	16	33
1A	2358 - Mechanical Engineer	Lecturer AY	16	15	1	9	7
1A	2358 - Modern Languages & Literatre	Lecturer AY	7	1	6	2	5
1A	2358 - Music	Lecturer AY	25	12	13	16	9
1A	2358 - Natural & Social Sciences-Dean	Lecturer AY	10	0	10	2	8
1A	2358 - Nursing	Lecturer AY	35	6	29	17	18
1A	2358 - Pan African Studies	Lecturer AY	7	3	4	0	7
1A	2358 - Philosophy	Lecturer AY	6	5	1	6	0
1A	2358 - Physics and Astronomy	Lecturer AY	19	15	4	10	9
1A	2358 - Political Science	Lecturer AY	14	8	6	6	8
1A	2358 - Psychology	Lecturer AY	23	8	15	7	16
1A	2358 - Public Health	Lecturer AY	15	4	11	4	11
1A	2358 - Social Work	Lecturer AY	50	17	33	11	39
1A	2358 - Sociology	Lecturer AY	21	13	8	10	11
1A	2358 - Special Education & Counseling	Lecturer AY	63	18	45	28	35
1A	2358 - Technology	Lecturer AY	12	10	2	3	9
1A	2358 - Theatre Arts and Dance	Lecturer AY	5	0	5	3	2
1A	2358 - TVFM	Lecturer AY	13	8	5	6	7

California State University, Los Angeles

Snapshot Date: 11/01/2020

Job Group Analysis

Job Group: 12 - Postsecondary Teachers

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
1A	2354 - Anthropology	Teaching Associate AY	7	1	6	1	6
1A	2354 - Art	Teaching Associate AY	2	1	1	0	2
1A	2354 - Civil Engineering	Teaching Associate AY	1	1	0	0	1
1A	2354 - Communication Studies	Teaching Associate AY	15	4	11	4	11
1A	2354 - Computer Science	Teaching Associate AY	2	2	0	0	2
1A	2354 - Criminal Justice	Teaching Associate AY	1	1	0	0	1
1A	2354 - Electrical & Computer Engr	Teaching Associate AY	1	1	0	0	1
1A	2354 - English	Teaching Associate AY	7	3	4	2	5
1A	2354 - Kinesiology & Nutritnl Science	Teaching Associate AY	4	3	1	0	4
1A	2354 - Mathematics	Teaching Associate AY	11	7	4	0	11
1A	2354 - Modern Languages & Literatre	Teaching Associate AY	1	0	1	0	1
1A	2354 - Music	Teaching Associate AY	2	0	2	0	2
1A	2354 - Natural & Social Sciences-Dean	Teaching Associate AY	5	5	0	1	4
1A	2354 - Philosophy	Teaching Associate AY	2	2	0	1	1
1A	2354 - Physics and Astronomy	Teaching Associate AY	2	2	0	1	1
1A	2354 - Theatre Arts and Dance	Teaching Associate AY	1	1	0	1	0
1A	2354 - TVFM	Teaching Associate AY	1	1	0	1	0
1A	2393 - Engr Comp Sci & Tech--Dean	Visiting Faculty-Academic Year	1	0	1	1	0
		Total (#)	**1,637**	**780**	**857**	**671**	**966**
		Total (%)		**47.6**	**52.4**	**41.0**	**59.0**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Job Group Analysis

Job Group: 14 - Service Occupations

EEO Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
1A	8365	Corporal	4	4	0	0	4
1A	2010	Custodian	52	24	28	0	52
1A	6223	Laborer	3	3	0	0	3
1A	2015	Lead Custodian	9	4	5	0	9
1A	6643	Lead Locksmith	1	1	0	1	0
1A	6642	Locksmith	1	1	0	1	0
1A	8810	Parking Officer 12 Mo	7	4	3	0	7
1A	8800	Police Dispatcher 12 Mo	4	2	2	0	4
1A	8350	Police Officer	5	4	1	0	5
1A	1481	Reprographics Specialist II	3	3	0	1	2
1A	1482	Reprographics Specialist III	1	1	0	0	1
1A	1483	Reprographics Specialist IV	1	1	0	0	1
1A	8354	Sergeant	6	5	1	1	5
1A	1508	Warehouse Worker	5	5	0	0	5
		Total (#)	**102**	**62**	**40**	**4**	**98**
		Total (%)		**60.8**	**39.2**	**3.9**	**96.1**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Job Group Analysis Summary

		Total									
Job Group	**EMP**	**M**	**F**	**MIN**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
01 - Business and Financial Operations Occupations	45	8	37	41	4	3	20	17	0	0	1
02 - Community Service, Legal, Arts, and Media Occupations	27	12	15	22	5	4	11	6	1	0	0
03 - Computer, Engineering, and Science Occupations	97	74	23	84	13	4	23	56	0	0	1
04 - Graduate Assistants	102	34	68	81	21	4	53	18	0	0	6
05 - Healthcare Practitioners and Technical Occupations	24	7	17	20	4	1	6	11	0	0	2
06 - Librarians, Curators, and Archivists	17	3	14	11	6	1	5	5	0	0	0
07 - Management Occupations	205	94	111	138	67	27	61	41	1	0	8
08 - Natural Resources, Construction, and Maintenance Occupa	58	58	0	51	7	3	43	4	0	0	1
09 - Office and Administrative Support Occupations	293	48	245	262	31	21	173	54	0	0	14
10 - Student and Academic Affairs and Other Education Service	201	75	126	176	25	18	106	38	1	1	12
11 - Production, Transportation, and Material Moving Occupatio	3	3	0	2	1	0	2	0	0	0	0
12 - Postsecondary Teachers	1,637	780	857	966	671	106	376	365	12	1	106
14 - Service Occupations	102	62	40	98	4	18	73	5	1	0	1
Total (#)	**2,811**	**1,258**	**1,553**	**1,952**	**859**	**210**	**952**	**620**	**16**	**2**	**152**
Total (%)		**44.8**	**55.2**	**69.4**	**30.6**	**7.5**	**33.9**	**22.1**	**0.6**	**0.1**	**5.4**

California State University, Los Angeles

Snapshot Date: 11/01/2020

ZIP Code Analysis

Data Used: Employee

Included Areas:

County/County Set	Count	Weight	Cut-Off Weight
Los Angeles, California	2,397	85.42	100.00
Total:	**2,397**	**85.42**	**100.00**

Excluded Areas:

County/County Set	Count	Weight	Cut-Off Weight
Orange, California	140	4.99	0.00
San Bernardino, California	135	4.81	0.00
Riverside, California	39	1.39	0.00
Ventura, California	36	1.28	0.00
San Diego, California	14	0.50	0.00
Kern, California	6	0.21	0.00
Mohave, Arizona	2	0.07	0.00
Sacramento, California	2	0.07	0.00
Santa Barbara, California	2	0.07	0.00
Santa Cruz, California	2	0.07	0.00
Pima+Santa Cruz, Arizona	1	0.04	0.00
Alameda, California	1	0.04	0.00
Alpine and Nearby Counties, California	1	0.04	0.00
Butte, California	1	0.04	0.00
Contra Costa, California	1	0.04	0.00
El Dorado, California	1	0.04	0.00
San Mateo, California	1	0.04	0.00
Santa Clara, California	1	0.04	0.00
Yolo, California	1	0.04	0.00
La Plata+Montezuma, Colorado	1	0.04	0.00

California State University, Los Angeles

Snapshot Date: 11/01/2020

ZIP Code Analysis

Data Used: Employee

Excluded Areas:

County/County Set	Count	Weight	Cut-Off Weight
Broward, Florida	1	0.04	0.00
Champaign, Illinois	1	0.04	0.00
Cook, Illinois	1	0.04	0.00
Lake, Illinois	1	0.04	0.00
Dallas, Iowa	1	0.04	0.00
Berkshire, Massachusetts	1	0.04	0.00
Coos+Grafton, New Hampshire	1	0.04	0.00
Nassau, New York	1	0.04	0.00
Summit, Ohio	1	0.04	0.00
Trumbull, Ohio	1	0.04	0.00
Oklahoma (county), Oklahoma	1	0.04	0.00
Jackson, Oregon	1	0.04	0.00
Lane, Oregon	1	0.04	0.00
Linn, Oregon	1	0.04	0.00
Allegheny, Pennsylvania	1	0.04	0.00
Chester, Pennsylvania	1	0.04	0.00
Philadelphia, Pennsylvania	1	0.04	0.00
Collin, Texas	1	0.04	0.00
Rockwall, Texas	1	0.04	0.00
Snohomish, Washington	1	0.04	0.00
Door+Kewaunee+Manitowoc, Wisconsin	1	0.04	0.00
Total:	**409**	**14.58**	**0.00**
Included and Excluded Total:	**2,806**	**100.00**	**100.00**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Availability Analysis

Job Group: 01 - Business and Financial Operations Occupations

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
Local	73.5	60.5	70.00	51.4	42.3	Los Angeles, CA 89.71 %; Orange, CA 5.24 %; San Bernardino, CA 5.05 %
Reasonable	77.6	26.5	10.00	7.8	2.6	National
Internal Factors						
Feeders	83.6	89.4	20.00	16.7	17.9	Feeders
	Final Availability (%)		**100.00**	**75.9**	**62.9**	

California State University, Los Angeles

Snapshot Date: 11/01/2020

Availability Analysis

Job Group: 02 - Community Service, Legal, Arts, and Media Occupations

	Raw (%)			Weighted (%)		
FACTOR	**FEMALE**	**MINORITY**	**FACTOR WEIGHT**	**FEMALE**	**MINORITY**	**SOURCE**
External Factors						
Local	54.7	43.4	75.00	41.0	32.6	Los Angeles, CA 89.71 %; Orange, CA 5.24 %; San Bernardino, CA 5.05 %
Reasonable	57.8	25.9	25.00	14.5	6.5	National
	Final Availability (%)		**100.00**	**55.5**	**39.0**	

California State University, Los Angeles

Snapshot Date: 11/01/2020

Availability Analysis

Job Group: 03 - Computer, Engineering, and Science Occupations

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
Local	24.7	60.1	60.00	14.8	36.1	Los Angeles, CA 89.71 %; Orange, CA 5.24 %; San Bernardino, CA 5.05 %
Reasonable	27.4	30.2	20.00	5.5	6.0	National
Internal Factors						
Feeders	52.2	91.1	20.00	10.4	18.2	Feeders
	Final Availability (%)		**100.00**	**30.7**	**60.3**	

California State University, Los Angeles

Snapshot Date: 11/01/2020

Availability Analysis

Job Group: 04 - Graduate Assistants

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
Local	72.3	55.3	100.00	72.3	55.3	Los Angeles, CA 89.71 %; Orange, CA 5.24 %; San Bernardino, CA 5.05 %
	Final Availability (%)		**100.00**	**72.3**	**55.3**	

California State University, Los Angeles

Snapshot Date: 11/01/2020

Availability Analysis

Job Group: 05 - Healthcare Practitioners and Technical Occupations

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
Local	71.2	69.9	70.00	49.9	49.0	Los Angeles, CA 89.71 %; Orange, CA 5.24 %; San Bernardino, CA 5.05 %
Reasonable	74.5	33.4	30.00	22.3	10.0	National
	Final Availability (%)		**100.00**	**72.2**	**59.0**	

California State University, Los Angeles

Snapshot Date: 11/01/2020

Availability Analysis

Job Group: 06 - Librarians, Curators, and Archivists

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
Local	79.2	38.8	80.00	63.3	31.0	Los Angeles, CA 89.71 %; Orange, CA 5.24 %; San Bernardino, CA 5.05 %
Reasonable	83.6	15.7	20.00	16.7	3.1	National
	Final Availability (%)		**100.00**	**80.0**	**34.2**	

California State University, Los Angeles

Snapshot Date: 11/01/2020

Availability Analysis

Job Group: 07 - Management Occupations

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
Local	66.8	46.5	30.00	20.1	14.0	Los Angeles, CA 89.71 %; Orange, CA 5.24 %; San Bernardino, CA 5.05 %
Reasonable	63.6	25.0	50.00	31.8	12.5	National
Internal Factors						
Feeders	61.4	64.2	20.00	12.3	12.8	Feeders
	Final Availability (%)		**100.00**	**64.1**	**39.3**	

California State University, Los Angeles

Snapshot Date: 11/01/2020

Availability Analysis

Job Group: 08 - Natural Resources, Construction, and Maintenance Occupations

	Raw (%)			Weighted (%)		
FACTOR	**FEMALE**	**MINORITY**	**FACTOR WEIGHT**	**FEMALE**	**MINORITY**	**SOURCE**
External Factors						
Local	4.1	80.6	85.00	3.5	68.5	Los Angeles, CA 89.71 %; Orange, CA 5.24 %; San Bernardino, CA 5.05 %
Reasonable	4.1	35.1	15.00	0.6	5.3	National
	Final Availability (%)		**100.00**	**4.1**	**73.8**	

California State University, Los Angeles

Snapshot Date: 11/01/2020

Availability Analysis

Job Group: 09 - Office and Administrative Support Occupations

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
Local	83.8	61.3	70.00	58.7	42.9	Los Angeles, CA 89.71 %; Orange, CA 5.24 %; San Bernardino, CA 5.05 %
Reasonable	88.4	26.5	30.00	26.5	8.0	National
	Final Availability (%)		**100.00**	**85.2**	**50.9**	

California State University, Los Angeles

Snapshot Date: 11/01/2020

Availability Analysis

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

	Raw (%)			Weighted (%)		
FACTOR	**FEMALE**	**MINORITY**	**FACTOR WEIGHT**	**FEMALE**	**MINORITY**	**SOURCE**
External Factors						
Local	57.1	59.8	50.00	28.6	29.9	Los Angeles, CA 89.71 %; Orange, CA 5.24 %; San Bernardino, CA 5.05 %
Reasonable	58.2	29.4	20.00	11.6	5.9	National
Internal Factors						
Feeders	72.5	91.1	30.00	21.8	27.3	Feeders
	Final Availability (%)		**100.00**	**62.0**	**63.1**	

California State University, Los Angeles

Snapshot Date: 11/01/2020

Availability Analysis

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

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
Local	10.4	82.7	70.00	7.3	57.9	Los Angeles, CA 89.71 %; Orange, CA 5.24 %; San Bernardino, CA 5.05 %
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**	**74.3**	

California State University, Los Angeles

Snapshot Date: 11/01/2020

Availability Analysis

Job Group: 12 - Postsecondary Teachers

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
NORC Data	52.3	24.0	100.00	52.3	24.0	All Fields of Study - 100.00%
Final Availability (%)			**100.00**	**52.3**	**24.0**	

California State University, Los Angeles

Snapshot Date: 11/01/2020

Availability Analysis

Job Group: 14 - Service Occupations

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
Local	28.9	81.2	70.00	20.2	56.8	Los Angeles, CA 89.71 %; Orange, CA 5.24 %; San Bernardino, CA 5.05 %
Reasonable	29.8	45.4	10.00	3.0	4.5	National
Internal Factors						
Feeders	35.3	95.3	20.00	7.1	19.1	Feeders
	Final Availability (%)		**100.00**	**30.3**	**80.4**	

California State University, Los Angeles

Snapshot Date: 11/01/2020

Internal Availability

AAP: California State University, Los Angeles

Job Group: 01 - 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	09 - Office and Administr	100.00	83.6	89.4	10.6	7.2	59.0	18.4	0.0	0.0	4.8	83.6	89.4	10.6	7.2	59.0	18.4	0.0	0.0	4.8
	Total:	**100.00**										**83.6**	**89.4**	**10.6**	**7.2**	**59.0**	**18.4**	**0.0**	**0.0**	**4.8**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Internal Availability

AAP: California State University, Los Angeles

Job Group: 03 - 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	1035 - Admin Support Co	25.00	85.0	89.4	10.6	8.0	60.2	16.8	0.0	0.0	4.4	21.2	22.3	2.7	2.0	15.0	4.2	0.0	0.0	1.1
California State University	1038 - Admin Analyst/Spc	25.00	84.4	86.5	13.5	6.3	54.2	20.8	0.0	0.0	5.2	21.1	21.6	3.4	1.6	13.5	5.2	0.0	0.0	1.3
California State University	420 - Info Tech Consulta	25.00	22.6	88.7	11.3	3.8	32.1	50.9	0.0	0.0	1.9	5.7	22.2	2.8	0.9	8.0	12.7	0.0	0.0	0.5
California State University	440 - Equip Systems Spe	25.00	16.7	100.0	0.0	16.7	50.0	33.3	0.0	0.0	0.0	4.2	25.0	0.0	4.2	12.5	8.3	0.0	0.0	0.0
	Total:	**100.00**										**52.2**	**91.1**	**8.9**	**8.7**	**49.1**	**30.5**	**0.0**	**0.0**	**2.9**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Internal Availability

AAP: California State University, Los Angeles
Job Group: 07 - 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	01 - Business and Finan	11.00	82.2	91.1	8.9	6.7	44.4	37.8	0.0	0.0	2.2	9.0	10.0	1.0	0.7	4.9	4.2	0.0	0.0	0.2
California State University	06 - Librarians, Curators	11.00	82.4	64.7	35.3	5.9	29.4	29.4	0.0	0.0	0.0	9.1	7.1	3.9	0.6	3.2	3.2	0.0	0.0	0.0
California State University	07 - Management Occup	11.00	54.1	67.3	32.7	13.2	29.8	20.0	0.5	0.0	3.9	6.0	7.4	3.6	1.4	3.3	2.2	0.1	0.0	0.4
California State University	09 - Office and Administr	11.00	83.6	89.4	10.6	7.2	59.0	18.4	0.0	0.0	4.8	9.2	9.8	1.2	0.8	6.5	2.0	0.0	0.0	0.5
California State University	2481 - AASE - Dept Chai	1.00	100.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0
California State University	2481 - Accounting Depar	1.00	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0
California State University	2481 - Anthropology - De	1.00	100.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0
California State University	2481 - Applied Gerontolo	1.00	100.0	100.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	1.0	1.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0
California State University	2481 - Art - Dept Chair 12	1.00	100.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0
California State University	2481 - Biology and Micro	1.00	100.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0
California State University	2481 - Chemistry & Bioch	1.00	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0
California State University	2481 - Chicano Studies -	1.00	100.0	100.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	1.0	1.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0
California State University	2481 - Child & Family Stu	1.00	100.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0
California State University	2481 - Civil Engineering	1.00	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0
California State University	2481 - Communication D	1.00	100.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0
California State University	2481 - Communication S	1.00	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0
California State University	2481 - Computer Scienc	1.00	100.0	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	1.0	1.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0
California State University	2481 - Criminal Justice -	1.00	100.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0
California State University	2481 - Curriculum & Inst	1.00	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	1.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0
California State University	2481 - Economics & Stat	1.00	0.0	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0
California State University	2481 - Electrical & Comp	1.00	0.0	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0

California State University, Los Angeles

Snapshot Date: 11/01/2020

Internal Availability

AAP: California State University, Los Angeles
Job Group: 07 - 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 - English - Dept Ch	1.00	100.0	100.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	1.0	1.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0
California State University	2481 - Finance and Law	1.00	100.0	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	1.0	1.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0
California State University	2481 - Geological Scienc	1.00	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0
California State University	2481 - History - Dept Cha	1.00	100.0	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	1.0	1.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0
California State University	2481 - Information Syste	1.00	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0
California State University	2481 - Kinesiology & Nut	1.00	0.0	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0
California State University	2481 - Latin American St	1.00	100.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0
California State University	2481 - Liberal Studies - D	1.00	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0
California State University	2481 - Management - De	1.00	0.0	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0
California State University	2481 - Mathematics - De	1.00	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0
California State University	2481 - Mechanical Engin	1.00	100.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0
California State University	2481 - Modern Language	1.00	100.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0
California State University	2481 - Natural & Social S	1.00	100.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0
California State University	2481 - Nursing - Dept Ch	1.00	100.0	100.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	1.0	1.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0
California State University	2481 - Pan African Studie	1.00	0.0	100.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0
California State University	2481 - Philosophy - Dept	1.00	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0
California State University	2481 - Physics and Astro	1.00	0.0	100.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0
California State University	2481 - Political Science -	1.00	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0
California State University	2481 - Psychology - Dep	1.00	100.0	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	1.0	1.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0
California State University	2481 - Public Health - De	1.00	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0
California State University	2481 - Social Work - Dep	1.00	100.0	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	1.0	1.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0
California State University	2481 - Sociology - Dept C	1.00	100.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0

California State University, Los Angeles

Snapshot Date: 11/01/2020

Internal Availability

AAP: California State University, Los Angeles
Job Group: 07 - 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 - Special Education	1.00	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0
California State University	2481 - Technology - Dep	1.00	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0
California State University	2481 - Theatre Arts and D	1.00	100.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0
California State University	2481 - TVFM - Dept Chai	1.00	100.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0
California State University	8354 - Sergeant	7.00	16.7	83.3	16.7	16.7	50.0	16.7	0.0	0.0	0.0	1.2	5.8	1.2	1.2	3.5	1.2	0.0	0.0	0.0
California State University	8800 - Police Dispatcher	6.00	50.0	100.0	0.0	0.0	75.0	0.0	0.0	0.0	25.0	3.0	6.0	0.0	0.0	4.5	0.0	0.0	0.0	1.5
	Total:	**100.00**										**61.4**	**64.2**	**35.8**	**6.8**	**29.9**	**21.8**	**0.1**	**0.0**	**5.7**

California State University, Los Angeles

Snapshot Date: 11/01/2020

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	09 - Office and Administr	75.00	83.6	89.4	10.6	7.2	59.0	18.4	0.0	0.0	4.8	62.7	67.1	7.9	5.4	44.3	13.8	0.0	0.0	3.6
California State University	14 - Service Occupations	25.00	39.2	96.1	3.9	17.6	71.6	4.9	1.0	0.0	1.0	9.8	24.0	1.0	4.4	17.9	1.2	0.2	0.0	0.2
	Total:	**100.00**										**72.5**	**91.1**	**8.9**	**9.8**	**62.2**	**15.0**	**0.2**	**0.0**	**3.8**

California State University, Los Angeles

Snapshot Date: 11/01/2020

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: 11/01/2020

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	08 - Natural Resources,	10.00	0.0	87.9	12.1	5.2	74.1	6.9	0.0	0.0	1.7	0.0	8.8	1.2	0.5	7.4	0.7	0.0	0.0	0.2
California State University	14 - Service Occupations	90.00	39.2	96.1	3.9	17.6	71.6	4.9	1.0	0.0	1.0	35.3	86.5	3.5	15.9	64.4	4.4	0.9	0.0	0.9
	Total:	**100.00**										**35.3**	**95.3**	**4.7**	**16.4**	**71.8**	**5.1**	**0.9**	**0.0**	**1.1**

California State University, Los Angeles

Snapshot Date: 11/01/2020

Comparison of Incumbency to Availability and Placement Goals

Job Group: 01 - Business and Financial Operations Occupations

Test: Whole Person

Total Employees: 45

	Total	
	FEMALE	**MINORITY**
Employees (#)	37	41
Employees (%)	82.2	91.1
Availability (%) Goal	75.9	62.9
Test: Whole Person	NO	NO
Addt'l Needed to Eliminate Problem Area (#)	0	0

California State University, Los Angeles

Snapshot Date: 11/01/2020

Comparison of Incumbency to Availability and Placement Goals

Job Group: 02 - Community Service, Legal, Arts, and Media Occupations

Test: Whole Person

Total Employees: 27

	Total	
	FEMALE	**MINORITY**
Employees (#)	15	22
Employees (%)	55.6	81.5
Availability (%) Goal	55.5	39.0
Test: Whole Person	NO	NO
Addt'l Needed to Eliminate Problem Area (#)	0	0

California State University, Los Angeles

Snapshot Date: 11/01/2020

Comparison of Incumbency to Availability and Placement Goals

Job Group: 03 - Computer, Engineering, and Science Occupations

Test: Whole Person

Total Employees: 97

	Total	
	FEMALE	**MINORITY**
Employees (#)	23	84
Employees (%)	23.7	86.6
Availability (%) Goal	30.7	60.3
Test: Whole Person	YES	NO
Addt'l Needed to Eliminate Problem Area (#)	6	0

California State University, Los Angeles

Snapshot Date: 11/01/2020

Comparison of Incumbency to Availability and Placement Goals

Job Group: 04 - Graduate Assistants

Test: Whole Person

Total Employees: 102

	Total	
	FEMALE	**MINORITY**
Employees (#)	68	81
Employees (%)	66.7	79.4
Availability (%) Goal	72.3	55.3
Test: Whole Person	YES	NO
Addt'l Needed to Eliminate Problem Area (#)	5	0

California State University, Los Angeles

Snapshot Date: 11/01/2020

Comparison of Incumbency to Availability and Placement Goals

Job Group: 05 - Healthcare Practitioners and Technical Occupations

Test: Whole Person

Total Employees: 24

	Total	
	FEMALE	**MINORITY**
Employees (#)	17	20
Employees (%)	70.8	83.3
Availability (%) Goal	72.2	59.0
Test: Whole Person	NO	NO
Addt'l Needed to Eliminate Problem Area (#)	0	0

California State University, Los Angeles

Snapshot Date: 11/01/2020

Comparison of Incumbency to Availability and Placement Goals

Job Group: 06 - Librarians, Curators, and Archivists

Test: Whole Person

Total Employees: 17

	Total	
	FEMALE	**MINORITY**
Employees (#)	14	11
Employees (%)	82.4	64.7
Availability (%) Goal	80.0	34.2
Test: Whole Person	NO	NO
Addt'l Needed to Eliminate Problem Area (#)	0	0

California State University, Los Angeles

Snapshot Date: 11/01/2020

Comparison of Incumbency to Availability and Placement Goals

Job Group: 07 - Management Occupations

Test: Whole Person

Total Employees: 205

	Total	
	FEMALE	**MINORITY**
Employees (#)	111	138
Employees (%)	54.1	67.3
Availability (%) Goal	64.1	39.3
Test: Whole Person	YES	NO
Addt'l Needed to Eliminate Problem Area (#)	20	0

California State University, Los Angeles

Snapshot Date: 11/01/2020

Comparison of Incumbency to Availability and Placement Goals

Job Group: 08 - Natural Resources, Construction, and Maintenance Occupations

Test: Whole Person

Total Employees: 58

	Total	
	FEMALE	**MINORITY**
Employees (#)	0	51
Employees (%)	0.0	87.9
Availability (%) Goal	4.1	73.8
Test: Whole Person	YES	NO
Addt'l Needed to Eliminate Problem Area (#)	2	0

California State University, Los Angeles

Snapshot Date: 11/01/2020

Comparison of Incumbency to Availability and Placement Goals

Job Group: 09 - Office and Administrative Support Occupations

Test: Whole Person

Total Employees: 293

	Total	
	FEMALE	**MINORITY**
Employees (#)	245	262
Employees (%)	83.6	89.4
Availability (%) Goal	85.2	50.9
Test: Whole Person	YES	NO
Addt'l Needed to Eliminate Problem Area (#)	4	0

California State University, Los Angeles

Snapshot Date: 11/01/2020

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: 201

	Total	
	FEMALE	**MINORITY**
Employees (#)	126	176
Employees (%)	62.7	87.6
Availability (%) Goal	62.0	63.1
Test: Whole Person	NO	NO
Addt'l Needed to Eliminate Problem Area (#)	0	0

California State University, Los Angeles

Snapshot Date: 11/01/2020

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	74.3
Test: Whole Person	NO	NO
Addt'l Needed to Eliminate Problem Area (#)	0	0

California State University, Los Angeles

Snapshot Date: 11/01/2020

Comparison of Incumbency to Availability and Placement Goals

Job Group: 12 - Postsecondary Teachers

Test: Whole Person

Total Employees: 1,637

	Total	
	FEMALE	**MINORITY**
Employees (#)	857	966
Employees (%)	52.4	59.0
Availability (%) Goal	52.3	24.0
Test: Whole Person	NO	NO
Addt'l Needed to Eliminate Problem Area (#)	0	0

California State University, Los Angeles

Snapshot Date: 11/01/2020

Comparison of Incumbency to Availability and Placement Goals

Job Group: 14 - Service Occupations

Test: Whole Person

Total Employees: 102

	Total	
	FEMALE	**MINORITY**
Employees (#)	40	98
Employees (%)	39.2	96.1
Availability (%) Goal	30.3	80.4
Test: Whole Person	NO	NO
Addt'l Needed to Eliminate Problem Area (#)	0	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	#	%	
03 - Computer, Engineering, and Science Occupations	97	Females	25	25.8%	31.9%	1	0	0.0%	NO
		Minority	82	84.5%			1	100.0%	
04 - Graduate Assistants	124	Females	74	59.7%	72.3%	68	44	64.7%	NO
		Minority	99	79.8%			56	82.4%	
06 - Librarians, Curators, and Archivists	14	Females	10	71.4%	80.0%	1	1	100.0%	YES
		Minority	8	57.1%			1	100.0%	
07 - Management Occupations	209	Females	113	54.1%	63.1%	6	2	33.3%	NO
		Minority	140	67.0%			3	50.0%	
08 - Natural Resources, Construction, and Maintenance Occupations	58	Females	0	0.0%	4.0%	0	0	0.0%	NO
		Minority	51	87.9%			0	0.0%	
09 - Office and Administrative Support Occupations	299	Females	249	83.3%	85.3%	19	16	84.2%	NO
		Minority	267	89.3%			18	94.7%	

* Placements consist of hires and promotions into the target job group from 11/01/2019 to 10/31/2020

California State University, Los Angeles

Snapshot Date: 11/01/2020

Personnel Transactions Summary

Job Group: 01 - Business and Financial Operations Occupations

Transaction Dates: 11/01/2019 To 10/31/2020

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

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

California State University, Los Angeles

Snapshot Date: 11/01/2020

Personnel Transactions Summary

Job Group: 02 - Community Service, Legal, Arts, and Media Occupations

Transaction Dates: 11/01/2019 To 10/31/2020

	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	68	96	2	166	0	0	0	0	0	0	0	0	0
Afr. Amer.	33	55	2	90	0	0	0	0	0	0	0	0	0
Hispanic	59	81	0	140	0	2	2	0	0	0	0	1	1
Asian	58	62	0	120	0	0	0	0	0	0	1	0	1
Nat. Amer.	8	5	0	13	0	0	0	0	0	0	1	0	1
NHOPI	3	2	0	5	0	0	0	0	0	0	0	0	0
Two or More	2	9	9	20	1	0	1	0	0	0	1	1	2
Unknown (Race)	0	0	0	0									
Total	231	310	13	554	1	2	3	0	0	0	3	2	5
Total Minority	163	214	11	388	1	2	3	0	0	0	3	2	5

	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: 11/01/2020

Personnel Transactions Summary

Job Group: 03 - Computer, Engineering, and Science Occupations

Transaction Dates: 11/01/2019 To 10/31/2020

	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	120	54	2	176	0	0	0	0	0	0	1	0	1
Afr. Amer.	41	16	0	57	0	0	0	0	0	0	0	0	0
Hispanic	112	30	1	143	0	0	0	0	0	0	0	1	1
Asian	218	48	6	272	1	0	1	0	0	0	0	0	0
Nat. Amer.	10	1	0	11	0	0	0	0	0	0	0	0	0
NHOPI	2	0	0	2	0	0	0	0	0	0	0	0	0
Two or More	3	2	16	21	0	0	0	0	0	0	1	0	1
Unknown (Race)	0	0	0	0									
Total	506	151	25	682	1	0	1	0	0	0	2	1	3
Total Minority	386	97	23	506	1	0	1	0	0	0	1	1	2

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

California State University, Los Angeles

Snapshot Date: 11/01/2020

Personnel Transactions Summary

Job Group: 04 - Graduate Assistants

Transaction Dates: 11/01/2019 To 10/31/2020

	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	5	7	0	12	5	7	12	0	0	0	9	12	21
Afr. Amer.	2	1	0	3	2	1	3	0	0	0	4	2	6
Hispanic	13	22	0	35	13	22	35	0	0	0	9	15	24
Asian	3	11	0	14	3	11	14	0	0	0	9	9	18
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	1	1	2
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	1	3	0	4	1	3	4	0	0	0	6	17	23
Unknown (Race)	0	0	0	0									
Total	24	44	0	68	24	44	68	0	0	0	38	56	94
Total Minority	19	37	0	56	19	37	56	0	0	0	29	44	73

	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: 11/01/2020

Personnel Transactions Summary

Job Group: 05 - Healthcare Practitioners and Technical Occupations

Transaction Dates: 11/01/2019 To 10/31/2020

	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	1	0	1
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	1	0	1
Total Minority	0	0	0	0	0	0	0	0	0	0	1	0	1

	Promotions From			*Promotions Into*			*Promotions Within*		
	Males	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	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: 11/01/2020

Personnel Transactions Summary

Job Group: 06 - Librarians, Curators, and Archivists

Transaction Dates: 11/01/2019 To 10/31/2020

	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	1	0	1	0	1	1	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0	0	1	0	1
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	0	1	0	1	0	1	1	0	0	0	1	0	1
Total Minority	0	1	0	1	0	1	1	0	0	0	1	0	1

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

California State University, Los Angeles

Snapshot Date: 11/01/2020

Personnel Transactions Summary

Job Group: 07 - Management Occupations

Transaction Dates: 11/01/2019 To 10/31/2020

	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	133	137	2	272	2	1	3	0	1	1	2	2	4
Afr. Amer.	104	75	1	180	0	0	0	1	0	1	1	0	1
Hispanic	81	109	1	191	1	1	2	0	0	0	3	1	4
Asian	70	97	0	167	0	0	0	0	0	0	0	1	1
Nat. Amer.	5	5	0	10	0	0	0	0	0	0	0	0	0
NHOPI	3	0	0	3	0	0	0	0	0	0	0	0	0
Two or More	8	8	13	29	1	0	1	1	0	1	2	0	2
Unknown (Race)	0	0	0	0									
Total	404	431	17	852	4	2	6	2	1	3	8	4	12
Total Minority	271	294	15	580	2	1	3	2	0	2	6	2	8

	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: 11/01/2020

Personnel Transactions Summary

Job Group: 08 - Natural Resources, Construction, and Maintenance Occupations

Transaction Dates: 11/01/2019 To 10/31/2020

	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	69	4	0	73	0	0	0	0	0	0	0	0	0
Afr. Amer.	18	1	1	20	0	0	0	0	0	0	0	0	0
Hispanic	183	3	1	187	0	0	0	0	0	0	0	0	0
Asian	33	0	0	33	0	0	0	0	0	0	0	0	0
Nat. Amer.	9	0	0	9	0	0	0	0	0	0	0	0	0
NHOPI	3	0	0	3	0	0	0	0	0	0	0	0	0
Two or More	2	0	14	16	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	317	8	16	341	0	0	0	0	0	0	0	0	0
Total Minority	248	4	16	268	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	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: 11/01/2020

Personnel Transactions Summary

Job Group: 09 - Office and Administrative Support Occupations

Transaction Dates: 11/01/2019 To 10/31/2020

	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	642	1,292	5	1939	0	1	1	0	0	0	0	3	3
Afr. Amer.	194	678	6	878	1	3	4	0	0	0	2	3	5
Hispanic	922	2,256	6	3184	2	10	12	0	0	0	1	6	7
Asian	742	1,452	30	2224	0	1	1	0	0	0	1	1	2
Nat. Amer.	80	98	0	178	0	0	0	0	0	0	0	1	1
NHOPI	42	47	2	91	0	0	0	0	0	0	0	0	0
Two or More	30	89	89	208	0	1	1	0	0	0	1	3	4
Unknown (Race)	0	0	0	0									
Total	2652	5912	138	8702	3	16	19	0	0	0	5	17	22
Total Minority	2010	4620	133	6763	3	15	18	0	0	0	5	14	19

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

California State University, Los Angeles

Snapshot Date: 11/01/2020

Personnel Transactions Summary

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

Transaction Dates: 11/01/2019 To 10/31/2020

	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	524	840	11	1375	0	0	0	0	0	0	1	1	2
Afr. Amer.	209	484	6	699	1	2	3	0	0	0	0	5	5
Hispanic	682	1,236	5	1923	0	1	1	0	0	0	1	6	7
Asian	438	644	13	1095	0	0	0	0	0	0	0	5	5
Nat. Amer.	72	81	0	153	0	0	0	0	0	0	0	1	1
NHOPI	40	28	1	69	0	0	0	0	0	0	0	0	0
Two or More	19	77	75	171	0	1	1	0	0	0	1	2	3
Unknown (Race)	0	0	0	0									
Total	1984	3390	111	5485	1	4	5	0	0	0	3	20	23
Total Minority	1460	2550	100	4110	1	4	5	0	0	0	2	19	21

	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	1	1	0	0	0
Asian	0	0	0	1	0	1	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	1	1	2	0	0	0
Total Minority	0	0	0	1	1	2	0	0	0

California State University, Los Angeles

Snapshot Date: 11/01/2020

Personnel Transactions Summary

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

Transaction Dates: 11/01/2019 To 10/31/2020

	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: 11/01/2020

Personnel Transactions Summary

Job Group: 12 - Postsecondary Teachers

Transaction Dates: 11/01/2019 To 10/31/2020

	Applicants				*Hires*			*Terminations (I)*			*Terminations (V)*		
	Males	**Females**	**UNKNOWN (GENDER)**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	20	29	0	49	20	29	49	0	0	0	50	41	91
Afr. Amer.	4	8	0	12	4	8	12	0	0	0	8	14	22
Hispanic	17	20	0	37	17	20	37	0	0	0	21	20	41
Asian	12	25	0	37	12	25	37	0	0	0	20	18	38
Nat. Amer.	0	1	0	1	0	1	1	0	0	0	1	0	1
NHOPI	1	0	0	1	1	0	1	0	0	0	1	0	1
Two or More	12	14	0	26	12	14	26	0	0	0	18	28	46
Unknown (Race)	0	0	0	0									
Total	66	97	0	163	66	97	163	0	0	0	119	121	240
Total Minority	46	68	0	114	46	68	114	0	0	0	69	80	149

	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	3	13	16
Afr. Amer.	0	0	0	0	0	0	0	1	1
Hispanic	0	0	0	0	0	0	3	4	7
Asian	0	0	0	0	0	0	3	9	12
Nat. Amer.	0	0	0	0	0	0	0	1	1
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	1	1	2
Total	0	0	0	0	0	0	10	29	39
Total Minority	0	0	0	0	0	0	7	16	23

California State University, Los Angeles

Snapshot Date: 11/01/2020

Personnel Transactions Summary

Job Group: 14 - Service Occupations

Transaction Dates: 11/01/2019 To 10/31/2020

	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	133	8	302	1	1	2	0	0	0	10	13	23
Afr. Amer.	55	43	1	99	1	0	1	0	0	0	5	7	12
Hispanic	128	78	5	211	5	8	13	0	0	0	9	22	31
Asian	70	54	0	124	0	0	0	0	0	0	5	6	11
Nat. Amer.	17	9	0	26	1	0	1	0	0	0	2	1	3
NHOPI	5	3	0	8	1	0	1	0	0	0	0	0	0
Two or More	7	1	21	29	0	0	0	0	0	0	8	10	18
Unknown (Race)	0	0	0	0									
Total	443	321	35	799	9	9	18	0	0	0	39	59	98
Total Minority	282	188	27	497	8	8	16	0	0	0	29	46	75

	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

Data Collection Analysis/Hiring Benchmark (Protected Veterans)*

Current Snapshot Date: 11/01/2020

Category	11/1/20
Job Openings	335
Jobs Filled	334
Applicants for all jobs	17,657
Applicants who self-identified as Protected Veterans	2
Applicants Hired	286
Protected Veterans Hired	2
Hiring Benchmark**	5.7
Overall protected veterans hired (%)	0.7

* 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: 11/01/2020

Category	11/1/20		
Job Openings	335		
Jobs Filled	334		
Applicants for all jobs	17,657		
Applicants who self-identified as individual(s) with Disability	0		
Applicants Hired	286		
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 %**
01 - Business and Financial Operations Occupations	45	0	0.0
02 - Community Service, Legal, Arts, and Media Occupations	27	0	0.0
03 - Computer, Engineering, and Science Occupations	97	0	0.0
04 - Graduate Assistants	102	0	0.0
05 - Healthcare Practitioners and Technical Occupations	24	0	0.0
06 - Librarians, Curators, and Archivists	17	0	0.0
07 - Management Occupations	205	0	0.0
08 - Natural Resources, Construction, and Maintenance Occupations	58	0	0.0
09 - Office and Administrative Support Occupations	293	0	0.0
10 - Student and Academic Affairs and Other Education Services Occupations	201	0	0.0
11 - Production, Transportation, and Material Moving Occupations	3	N/A	N/A
12 - Postsecondary Teachers	1,637	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: 11/01/2020

Category	11/1/20		
Job Openings	335		
Jobs Filled	334		
Applicants for all jobs	17,657		
Applicants who self-identified as individual(s) with Disability	0		
Applicants Hired	286		
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 %**
14 - Service Occupations	102	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.