EXECUTIVE ORDER 11246 AFFIRMATIVE ACTION PLAN (AAP)

for

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

April 1, 2014 - March 31, 2015

PART I: AAP FOR MINORITIES AND WOMEN

PART II: AAP FOR PROTECTED VETERANS
AND INDIVIDUALS WITH DISABILITIES

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BACKGROUND

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

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

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

APPLICABLE AFFIRMATIVE ACTION LAWS AND REGULATIONS

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

SONOMA STATE UNIVERSITY has 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

The Jobs for Veterans Act (JFVA), Public Law 107-288, effective December 1, 2003, increased the threshold for coverage under 38 U.S.C. §4212 from $25,000 to $100,000; grants VEVRAA protection to those 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 (62 Fed. Reg. 1209); changes the definition of “recently separated veteran” to include “any veteran during the three-year period beginning on the date of such veteran’s discharge or release from active duty”; changes “Special Disabled Veterans” to “Disabled Veterans,” expanding the coverage to conform to 38 U.S.C. § 4211 (3); and, following publication of the final regulations, requires contractors to post job listings with their local employment service delivery system.

**PROTECTED GROUPS**

Coverage under affirmative action laws and regulations applies to:

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

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

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

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

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

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

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

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

The grouping of job titles into a given job group does not suggest that SONOMA STATE UNIVERSITY believes the jobs so grouped are of comparable worth.

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

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

RELIANCE ON EEOC’S GUIDELINES

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

REPORTING PERIOD

This AAP is designed to cover the following reporting period,
- AAP implementation period: April 1, 2014 - March 31, 2015
- Transaction period: April 1, 2013 - March 31, 2014
STATEMENT OF PURPOSE FOR PARTS I AND II

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

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

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

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

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

These three concepts are the Affirmative Action Plan.
SONOMA STATE UNIVERSITY

PART I: AFFIRMATIVE ACTION PLAN FOR MINORITIES AND WOMEN

FOR

APRIL 1, 2014 - MARCH 31, 2015
PART I

AAP FOR MINORITIES AND WOMEN

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PART I: AAP FOR MINORITIES AND WOMEN

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

Workforce Analysis/Lines of Progression

SONOMA STATE UNIVERSITY conducted a workforce analysis to identify employees at SONOMA STATE UNIVERSITY by gender and race/ethnicity in each job title. The data was collected from payroll records dated MARCH 31, 2014.

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

Lines of Progression

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

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

See the Workforce Analysis/Lines of Progression for the results per organizational unit.
CHAPTER 2: JOB GROUP ANALYSIS
41 C.F.R. § 60-2.12

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

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

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

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

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

SONOMA STATE UNIVERSITY did not combine job titles with different content, wages, or opportunities if doing so would have obscured problem areas (e.g., job groups which combine jobs in which minorities or women are concentrated with jobs in which they are underrepresented).
CHAPTER 3: PLACEMENT OF INCUMBENTS IN JOB GROUPS
41 C.F.R. § 60-2.13

Each job group appears on a Job Group Report with a job group name and number. The report lists each job title in the job group. For each job title, the worksheet provides the following information: IPEDS category, job title, employee headcounts for each job title, and overall percentages by gender and race/ethnicity as of MARCH 31, 2014.

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

Steps in Comparison of Incumbency to Availability

Identify Availability Factors

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

1. External Factor: The external requisite skills data comes from the 2010 Census of Population.
   A. Local labor area: An Employee Zip Code Analysis was used to identify the most precise local labor area for SSU.
   B. Reasonable labor area: SSU posts its job openings at various websites, targeting both statewide and nationwide labor market. For this reporting purpose, both are used as reasonable labor areas.

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

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

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

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.
See the *Availability Analysis* for the availability breakdown for each job group.
CHAPTER 5: COMPARING INCUMBENCY TO AVAILABILITY
41 C.F.R. § 60-2.15

Once final availability estimates were made for each job group, SONOMA STATE UNIVERSITY compared the percentage of incumbents in each job group to their corresponding availability. A comparison was made between the percentage employed as of MARCH 31, 2014 and that group's final availability.

See the *Comparison of Incumbency to Availability* for the results per job group.
CHAPTER 6: PLACEMENT GOALS
41 C.F.R. § 60-2.16

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

A goal is a guidepost against which SONOMA STATE UNIVERSITY, a community group, or a compliance agency can measure progress in remedying identified deficiencies in SONOMA STATE UNIVERSITY’s workforce. By setting realistic goals, SONOMA STATE UNIVERSITY should be able to meet the goals, assuming we conduct effective recruitment and advertising efforts to ensure an adequate pool of qualified minority and/or female applicants.

See the Placement Goals report for each job group and the Goals Progress Report for progress made since the previous AAP.
CHAPTER 7: DESIGNATION OF RESPONSIBILITY
41 C.F.R. § 60-2.17(a)

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

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

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

**Human Resources Department**

The University’s Human Resources Office is responsible for overall supervision of the AAP. Human Resources Office ensures that all relevant EEO policies and procedures are adhered to by:

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

**Appropriate Administrator and Supervisor** responsibilities include:

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

**Staff Employee** responsibilities include:

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

1. Conducting themselves in the classroom, on the campus, or at any University-sponsored off-campus activity (including travel) in a manner that ensures that their actions do not discriminate against and/or harass any other individual; ensuring the classroom is free from discrimination and/or harassment
2. Avoiding romantic relationships with students, as the difference in power may create a negative or an uncomfortable environment for others, who might perceive the relationship as preferential treatment
3. Immediately responding to and reporting allegations of discrimination/sexual harassment to the Managing Director of Employee Relations and Compliance Services (or other designee in the Employee Relations and Compliance Services Office)
4. Cooperating in, and honoring the confidentiality of, fact-finding and/or complaint investigations
CHAPTER 8: IDENTIFICATION OF PROBLEM AREAS
41 C.F.R. § 60-2.17(b)

Terminology

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

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

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

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

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

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

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

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

41 C.F.R. § 60-2.17(b)(3): Compensation Systems
Compensation analyses were conducted by comparing the salaries for men v. women, and whites v. minorities in each job title.
Sonoma State University has established and will continue a lawfully designed affirmative action program to promote the employment and advancement in employment of qualified individuals. All personnel actions shall be taken in accordance with University academic and staff personnel policies and procedures in manners consistent with the highest standards of excellence, equity and non-discrimination.

Current Action Oriented Programs

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

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

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

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

- California EDD (Employment Development Department)
- CSU Careers

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

- Craigslist
- Press Democrat (which posts job on Monster.com job search engine)
- Chronicle Careers - Chronicle of Higher Education
- HigherEdJobs.com
- Industry publications
- Minority publications

4. Specialized career portal websites are used for posting depending on nature of position posted. Please see Human Resources Office for the list of various websites that are used by SSU for this purpose. Please note that this list changes constantly as new websites are being added. This is not an exhaustive list.

5. Recruiting senior MPP positions (VP’s, Deans, Senior Directors) involves developing recruiting strategies which typically include the following:

- Recruiting brochure developed (Please see Human Resources office for a sample)
- Brochure typically distributed to the following, requesting nominations:
  - Comparable positions in UC and CSU
  - Professional conferences
  - Professional list serves
- Securing recommendations from an advertising agency we have engaged to include diversity websites as well as specialized career websites. Examples of career websites focused specifically on higher education are as follows:
  - Chronicle of Higher Education – print and/or display ads
  - HigherEdJobs.com
  - InsideHigherEd.com
  - LinkedIn for Higher Ed Jobs
- Examples of websites used that are focused on outreach recruiting are as follows:
  - Diverse: Issues in Higher Education
  - Hispanics in Higher Education.com
  - Women in Higher Education
  - Asians in Higher Education
  - TribalCollegeJournal.com
  - Blacks in Higher Education
- Relevant specialized career portals (see #4 above)
Promotional Opportunities

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

Diversity Oriented Programs

I. President's Diversity Council
Sonoma State University continues to make a concerted institutional effort to increase and enhance the diversity of our institution: to enrich the educational experience of our students and to improve access to higher education to all Californians. The dual objective is neatly captured in higher education’s current formulation of diversity as Inclusive Excellence.

To help achieve this purpose, President Ruben Armiñana established the President’s Diversity Council.

The Diversity Council is responsible for oversight and coordination of all diversity initiatives of the university, and is advisory to the President. In addition, the Council is charged with promoting diversity in three major areas:
- Outreach, recruitment, and retention of diverse students, faculty, and staff;
- Diversity in the curriculum;
- Promotion of civility and multicultural competence in the campus community;
- Enhance infrastructure to support diversity efforts

Membership is determined by executive appointment in consultation with the Provost, Chair of the Academic Senate and President of the Associated Students. Appointments are one year, renewable except in the case of ex-officio members whose terms are indefinite.

Council representatives include the following: (18 total)
- Provost and Vice President for Academic Affairs, ex-officio
- Academic Senate, Chair, ex-officio;
- President, Associated Students, ex-officio;
- Chief Student Affairs Officer, ex-officio;
- Vice President for Administration and Finance, ex-officio;
- one School Dean;
- one faculty member from each of the five Academic Schools;
- one faculty member from the University Library;
- two students;
- two staff members;
- two community members

Staff to the Council includes, Associate Vice Provost/Chief Research Officer, Managing Director of Employee Relations and Compliance Services, and an Auxiliary organization administrator. Others may be selected as needed.
II. Director of Diversity and Inclusive Excellence
The Faculty Senate passed a resolution and the President approved the appointment of a Director of Diversity and Inclusive Excellence. The Director working in conjunction with the President’s Diversity Council (PDC) and the Senate Diversity Subcommittee (SDS) helps to promote diversity awareness throughout the campus community. The Director has responsibility for fostering the development of campus activities related to diversity and inclusive excellence and for fostering connections and mutual support among the many entities that carry out the University’s diversity programs and services.

III. Sonoma State University Diversity Webpage
Under the leadership of Director of Diversity and Inclusive Excellence, the website was launched in Fall 2012 as Sonoma State University’s effort to foster and sustain a pluralistic, inclusive environment that empowers all members of the campus community to achieve their highest potential without fear of prejudice or discrimination. It has been consistently updated since its launch and continues to be a valuable resource for the campus community.

The website includes:
- Sonoma State University Statement on Civility and Tolerance
- Diversity Related Activities on Campus
- Multicultural Resources in the Community
- Academic Courses, Major and Minor that are Related to Diversity
- University Offices Responsible for Diversity Related Issues
- Campus Activities and Ceremonies that Promote Diversity

IV. Multicultural Center - The HUB (Honoring-Uniting-Building)
The Hub is designed to foster a campus environment of mutual respect and appreciation, and to address the experience of underrepresented students including race, color, religion, national origin, gender, sexual orientation, gender expression and disability.

The Hub aims to provide forums for members of the SSU community to advance their understanding of social justice issues and their multiple complexities. The Hub supports identity based student organizations and individual students by providing educational opportunities and resources, and additionally will build relationships with students in order to support their retention and graduation.

V. Chancellor’s Doctoral Incentive Program (CDIP)
This program is designed to give financial assistance to graduate students pursuing doctoral degrees, with particular emphasis on disciplines in which minorities, women and persons with disabilities are under-represented. Applications are processed annually by the Chancellor’s Office. The applicants may be self-sponsored or sponsored by an SSU faculty member. The loan is forgiven if the successful candidate returns as faculty on any CSU campus for a certain period of time.
VI. Fee Waiver Program
The Fee Waiver Program provides the opportunity for eligible staff, faculty, dependent children, spouses or domestic partners to take classes at any CSU campus at significantly reduced rates. While this program is offered for all employees, a large number of female clerical staff in the CSU has been able to take advantage of this program to enhance their potential for higher level positions.

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

VIII. Diversity Activities
Sonoma State University continues to conduct a variety of activities through the academic year to enhance affirmative action efforts at the university. Some of these on-going activities include
- Sexual Harassment Prevention Training
- Non-Discrimination Policy and Procedure Training
- Title IX Training for students, staff, administrators and faculty
- Women's History Month Events
- National Black History Month
- American Indian Heritage Month
- Asian Heritage Month
- Sexual Assault Awareness Month
- Disability Awareness Week
- Cultural Graduation Ceremonies
  - The Rainbow Graduation Celebration
  - The Asian Pacific Islander Graduation Celebration
  - The Raza Graduation Celebration
  - The Black Graduation Celebration

IX. Other Action-Oriented Programs
SSU is committed to implement specific action-oriented program(s) consistent with EEO requirement of federal employers as well as in compliance with system-wide CSU policies and guidelines.

CSU Chancellor’s Office is spear-heading a system-wide, cross disciplinary effort to unify Affirmative Action related activities at all campuses. Sonoma State University will initiate specific action-oriented programs recommended by the Chancellor’s Office as a result of this system-wide effort.
CHAPTER 10: INTERNAL AUDIT AND REPORTING
41 C.F.R. § 60-2.17(d)

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

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

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

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

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

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

FOR

April 1, 2014 - March 31, 2015
PART II
AAP FOR PROTECTED VETERANS AND INDIVIDUALS WITH DISABILITIES

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

It is the policy of SONOMA STATE UNIVERSITY and also representative of the University’s values and guiding principles that equal employment opportunity be provided in the employment and advancement for all persons regardless of race, religion, color, national origin, sex, age, status as a protected veteran or individual with a disability at all levels of employment, including the executive level. SONOMA STATE UNIVERSITY does not and will not discriminate against any applicant or employee regardless of race, religion, color, national origin, sex, age, status as a protected veteran and/or individual with a disability to any position for which the applicant or employee is qualified. In addition, SONOMA STATE UNIVERSITY is committed to taking affirmative action to employ and advance in employment qualified protected veteran employees. Such affirmative action shall apply to all employment practices, including, but not limited to hiring, upgrading, demotion or transfer, recruitment, recruitment advertising, layoff or termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship and on-the-job training. Decisions related to personnel policies and practices are made on the basis of an individual’s capacity to perform a particular job and the feasibility of any necessary job accommodation. SONOMA STATE UNIVERSITY 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, status as a protected veteran or an individual with disability. SONOMA STATE UNIVERSITY’s EEO policy and affirmative action obligations include the full support from the President and senior leadership team.

SONOMA STATE UNIVERSITY consistently designs and implements audit and reporting systems that measure the effectiveness of its AAP, identifying need for any remedial actions, determining if objectives are being attained, and determining if opportunities to participate in organization-sponsored activities are extended to all employees and applicants.

If you have any questions regarding our equal employment opportunity/affirmative action programs, harassment policies or the complaint procedure, you may contact the Human Resources Office on campus located in Salazar Hall, 2nd Floor. Parts of the Affirmative Action Plan may be reviewed, as appropriate, by making an appointment with Human Resources Department.

(Signature)

Ruben Arminana
President

April 1, 2014
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 Organization’s examination and selection methods to identify barriers to employment, training, and promotion.

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

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

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

5) The organization 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 Organization's physical and mental qualifications and requirements as they relate to employment, training, and promotion.

The Organization’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)

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

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

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

Name: Renee Okholm  
Title: Workers’ Compensation, ADA and Ergonomics Coordinator  
Address: Salazar Hall 2nd Floor, 1801 E. Cotati Avenue, Rohnert Park, CA 94928  
Phone: (707) 664-2979  
Email: renee.okholm@sonoma.edu

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

When medical examinations are conducted, Sonoma State University ensures that physicians understand the University’s desire to eliminate all unnecessary or non job-related medical requirements.
CHAPTER E: HARASSMENT
41 C.F.R. §§ 60-300.44(e); 60-741.44(e)

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

Please see Executive Order 927 - Systemwide Policy Prohibiting Harassment in Employment and Retaliation for Reporting Harassment or Participation in a Harassment Investigation at www.calstate.edu/EO/EO-927.html.


Additional information regarding policies and procedures can be reviewed at www.sonoma.edu/erc/diversity-non-discrimination/non-discrimination-policies.html
CHAPTER F: EXTERNAL DISSEMINATION OF POLICY, OUTREACH AND POSITIVE RECRUITMENT
41 C.F.R. §§ 60-300.44(f); 60-741.44(f)

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

1) Initiate and maintain communication with organizations having special interests in the recruitment of and job accommodations for protected veterans and individuals with disabilities.

2) Include workers with disabilities when employees are pictured in consumer, promotional, or help wanted advertising.

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

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

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

6) List with the State Employment Development Department all suitable job openings.

   The exemptions for posting jobs are when positions are,
   (1) executive and top management positions,
   (2) positions that will be filled from within the contractor's organization,
   (3) and positions lasting three days or less.

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

7) Send written notification of the Organization's affirmative action policy to all subcontractors, vendors, and suppliers requesting appropriate action on their part. This includes their obligation to annually file their EEO Reporting form and VETS-100 form and, for employers with 50 or more employees and contracts of $50,000 or more, their obligation to develop a written affirmative action plan.

8) Conduct formal briefing sessions with representatives from recruiting sources. Include as part of the briefing sessions, facility tours, clear and concise explanations of current and future job openings, position descriptions, worker specifications, explanations of the Organization's selection process, and
recruiting literature. Arrange for referral of applicants, follow up with sources, and feedback on disposition of applicants.

9) Participate in veterans "job fairs" and work study programs with Veterans' Administration rehabilitation facilities and schools which specialize in training or educating protected veterans.

10) SONOMA STATE UNIVERSITY will also grant leaves of absence to employees who participate in honor guards for the funeral of veterans.
CHAPTER G: INTERNAL DISSEMINATION OF POLICY
41 C.F.R. §§ 60-300.44(g); 60-741.44(g)

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

1) Include the policy in the Organization’s policy manual and other in-house publications.

2) Conduct special meetings with executive, management, and supervisory personnel to explain the intent of the policy and individual responsibility for effective implementation, making clear the President’s attitude.

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

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

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

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

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

8) Post the policy on Organization bulletin boards, along with the Organization’s harassment policy which includes protection from harassment on the basis of disability.

9) When employees are featured in employee handbooks or similar publications for employees, include employees with disabilities.
SONOMA STATE UNIVERSITY has developed and currently implements an audit and reporting system that addresses the following:

1) Measures the effectiveness of SONOMA STATE UNIVERSITY’s overall affirmative action program and whether the organization is in compliance with specific obligations.

2) Indicates the need for remedial action.

3) Measures the degree to which SONOMA STATE UNIVERSITY’s objectives are being met.

4) Whether there are any undue hurdles for individuals with disabilities and protected veterans regarding organization sponsored educational, training, recreational, and social activities. This will include, but not limited, to the review of the on-line and electronic application system to determine their accessibility and ensuring that procedures to request for accommodations are prominently displayed and that individuals with disabilities can readily obtain the needed accommodation.
CHAPTER I: RESPONSIBILITY FOR IMPLEMENTATION
41 C.F.R. §§ 60-300.44(i); 60-741.44(i)

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

President

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

1) Designating appropriate personnel with the responsibility for overseeing, administering, implementing, and monitoring the SSU’s AAP. Ensuring that these personnel are identified in writing by name and job title.

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

3) Imparting the personal direction that ensures total involvement and commitment to equal employment opportunity programs through SSU’s AAP.

Human Resources Department

The University’s Human Resources Office is responsible for overall supervision of the AAP. Human Resources Office ensures that all relevant EEO policies and procedures are adhered to by:

1) Ensuring compliance with all applicable employment laws and EEO policies with regard to recruitment and general employment within the University

2) Assisting employees and students regarding alleged incidents of discrimination and/or sexual harassment, including sexual assault

3) Educating the University community regarding discrimination and developing prevention strategies

4) Immediately resolving discrimination/harassment complaints by conducting confidential investigations and assisting in the resolution process when
allegations of discrimination arise in the campus community

5) Working in collaboration with members of the Sexual Assault Response Team in educating the University community regarding rape and sexual assault

6) Maintaining records of complaints, investigations, and actions to meet legal requirements

7) Developing policies, guidelines, and programs relating to equal employment opportunity

8) Ensuring that the AAP is reviewed and updated annually in accordance with SSU's stated policy

9) Participating in periodic discussions with management, supervision, and all other employed personnel to ensure AAP and equal employment opportunity policies are being followed

10) Providing guidance to managers and supervisors in taking appropriate action to prevent harassment and discrimination on campus

11) Providing direction to SSU employees, as necessary, to carry out all actions required for equal employment opportunity and affirmative action compliance

12) Serving as the liaison between SSU and enforcement agencies

13) Educating and informing management of the latest developments in the equal employment opportunity area

**Appropriate Administrator and Supervisor responsibilities include:**

1) Conducting themselves in the workplace, on the campus, or at any University-sponsored off-campus activity (including travel) in a manner that ensures that their actions do not discriminate against and/or harass any other individual

2) Ensuring the workplace is free from discrimination and harassment, including sexual harassment and immediately responding to and reporting allegations of discrimination/harassment to Human Resources

3) Working collaboratively with Human Resources in regard to recruitment analysis, fact-finding and/or any other confidential investigations

4) Implementing corrective action to address policy violations and/or other unacceptable behavior
Staff Employee

1. Conducting themselves in the workplace, on the campus, or at any University-sponsored off-campus activity (including travel) in a manner which ensures that their actions do not discriminate against and/or harass any other individual

2. Cooperating in, and honoring the confidential nature of, fact-finding and/or any other good faith investigations conducted on campus

Faculty Employee

1. Conducting themselves in the classroom, on the campus, or at any University-sponsored off-campus activity (including travel) in a manner which ensures that their actions do not discriminate against and/or harass any other individual

2. Ensuring that the classroom is free from discrimination and harassment

3. Immediately responding to and reporting allegations of discrimination/sexual harassment to the University’s Title IX Coordinator in the Human Resources Office

4. Cooperating in, and honoring the confidential nature of, fact-finding and/or any other confidential investigations
SONOMA STATE UNIVERSITY trains all employees involved in any way with the recruitment, selection, promotion, disciplinary actions, training, and related processes of individuals with disabilities or protected veterans to ensure commitment to the organization’s stated equal opportunity and affirmative action goals.
CHAPTER K: DATA COLLECTION ANALYSIS
41 C.F.R. §§ 60-300.44(k); 60-741.44(k)

SONOMA STATE UNIVERSITY has adopted the current national percentage of veterans in the civilian labor force of 7.2% as its hiring benchmark for protected veterans. SONOMA STATE UNIVERSITY will update its hiring benchmark as new data is published and updated via the OFCCP’s website. The 7.2% hiring benchmark is applied to each job group within SONOMA STATE UNIVERSITY.

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

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

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

See the Hiring Benchmark and Utilization Goals Analyses.
CHAPTER L: COMPENSATION
41 C.F.R. §§ 60-300.21(i); 60-741.21(i)

It is the policy of SONOMA STATE UNIVERSITY that when offering employment or promotion to protected veterans or individuals with disabilities, the amount of compensation offered will not be reduced because of any disability income, pension, or other benefit the applicant or employee receives from another source.
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(+) Indicates this job contains employees who are included from another facility.

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

## Workforce Analysis

**Organizational Unit:** Academic Programs

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<th>Total MIN</th>
<th>Total EMP</th>
<th>Total W</th>
<th>Total AA</th>
<th>Total H</th>
<th>Total A</th>
<th>Total NA</th>
<th>Total PI</th>
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<tr>
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**Grand Total #** 2

**Grand Total %** 0.0

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

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

**Organizational Unit:** Access Services

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<th>EMP</th>
<th>W</th>
<th>AA</th>
<th>H</th>
<th>A</th>
<th>NA</th>
<th>PI</th>
<th>2+</th>
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<tr>
<td></td>
<td></td>
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<td>Female</td>
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</tr>
</tbody>
</table>

| Grand Total # | EMP | MIN | Male # | 4 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Grand Total % | 0.0 | 80.0 | 80.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

| Female # | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Female%  | 20.0 | 20.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

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

**Organizational Unit:** Administrative Info Systems

<table>
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<th>MIN</th>
<th>Total EMP</th>
<th>W</th>
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<th>H</th>
<th>A</th>
<th>NA</th>
<th>PI</th>
<th>2+</th>
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</thead>
<tbody>
<tr>
<td>400</td>
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<td>Administrator III</td>
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<td>Male</td>
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<td>1</td>
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<td>0</td>
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<tr>
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<td></td>
<td></td>
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</tr>
</tbody>
</table>

**Grand Total #**

- Male: 6
- Female: 0

**Grand Total %**

- Male: 66.7%
- Female: 33.3%

---

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

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

**Organizational Unit:** American Multicultural Studies

<table>
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<th>MIN</th>
<th>Total EMP</th>
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<th>Total AA</th>
<th>Total H</th>
<th>Total A</th>
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</table>

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

Snapshot Date: 03/31/2014

Workforce Analysis

Organizational Unit: Anthropological Studies Center

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<th>AA</th>
<th>H</th>
<th>A</th>
<th>NA</th>
<th>PI</th>
<th>2+</th>
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</tbody>
</table>

Grand Total # 31  4
Grand Total % 12.9

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

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

**Organizational Unit:** Anthropology

<table>
<thead>
<tr>
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<th>MIN</th>
<th>Total EMP</th>
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<th>AA</th>
<th>H</th>
<th>A</th>
<th>NA</th>
<th>PI</th>
<th>2+</th>
</tr>
</thead>
<tbody>
<tr>
<td>2358-S</td>
<td>Lecturer AY</td>
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<td>2</td>
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</tr>
<tr>
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</tbody>
</table>

**Grand Total #**

9 2

**Grand Total %**

22.2

- **(+) Indicates this job contains employees who are included from another facility.**
- **(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.**
<table>
<thead>
<tr>
<th>Job Code</th>
<th>Job Title</th>
<th>Total</th>
<th>EMP</th>
<th>MIN</th>
<th>Total</th>
<th>EMP</th>
<th>W</th>
<th>AA</th>
<th>H</th>
<th>A</th>
<th>NA</th>
<th>PI</th>
<th>2+</th>
</tr>
</thead>
<tbody>
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<tr>
<td>1038</td>
<td>Admin Analyst/Specialist 12 Mo</td>
<td></td>
<td>1</td>
<td>0</td>
<td></td>
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</table>

|          | Male # | 7  | 6  | 0  | 1  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | (+) Indicates this job contains employees who are included from another facility. |
|          | Female # | 8  | 7  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 1  | (-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan. |
| Job Code | Job Title            | EMP | MIN | Total | EMP | W | AA | H | A | NA | PI | 2+ |
|----------|----------------------|-----|-----|-------|-----|---|----|---|---|----|----|----|----|
| 1038     | Admin Analyst/Specialist 12 Mo | 1   | 0   |       |     |   |    |   |   |    |    |    |    |
|          |                      | Male |     |       |     | 0 | 0  | 0 | 0 | 0  | 0  | 0  | 0  |
|          |                      | Female| 1   | 1   |     | 0  | 0  | 0 | 0 | 0  | 0  | 0  | 0  |
|          | Grand Total #        | 1   | 0   |       |     | 0 | 0  | 0 | 0 | 0  | 0  | 0  | 0  |
|          | Grand Total %        | 0.0 |     |       |     | 0.0| 0.0| 0.0| 0.0| 0.0| 0.0| 0.0| 0.0|

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

Snapshot Date: 03/31/2014

Workforce Analysis

Organizational Unit: Athletic Development

<table>
<thead>
<tr>
<th>Job Code</th>
<th>Job Title</th>
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<th>Total MIN</th>
<th>Total EMP</th>
<th>Total W</th>
<th>Total AA</th>
<th>Total H</th>
<th>Total A</th>
<th>Total NA</th>
<th>Total PI</th>
<th>Total 2+</th>
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<tr>
<td>3318</td>
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<td>1</td>
<td>0</td>
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<td>0</td>
</tr>
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</table>

Grand Total #: 2

Grand Total %: 100.0

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

### Organizational Unit: Athletics

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<th>Min EMP</th>
<th>Total EMP</th>
<th>W EMP</th>
<th>AA EMP</th>
<th>H EMP</th>
<th>A EMP</th>
<th>NA EMP</th>
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<th>2+ EMP</th>
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<td>1577</td>
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<tr>
<td>8180</td>
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<tr>
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<td></td>
<td></td>
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</tbody>
</table>

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

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

**Organizational Unit:** Athletics

<table>
<thead>
<tr>
<th>Job Code</th>
<th>Job Title</th>
<th>EMP</th>
<th>MIN</th>
<th>EMP</th>
<th>W</th>
<th>AA</th>
<th>H</th>
<th>A</th>
<th>NA</th>
<th>PI</th>
<th>2+</th>
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</thead>
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</tr>
<tr>
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<td>60.0</td>
<td>42.9</td>
<td>11.4</td>
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</tbody>
</table>

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

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

**Organizational Unit:** Auxiliary GAU

<table>
<thead>
<tr>
<th>Job Code</th>
<th>Job Title</th>
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<th>Total W</th>
<th>Total AA</th>
<th>Total H</th>
<th>Total A</th>
<th>Total NA</th>
<th>Total PI</th>
<th>Total 2+</th>
</tr>
</thead>
<tbody>
<tr>
<td>1038</td>
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</tr>
<tr>
<td>3306</td>
<td>Administrator III</td>
<td>1</td>
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<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

**Grand Total #**
- Male: 5
- Female: 0

**Grand Total %**
- Male: 100.0%
- Female: 0.0%

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

### Workforce Analysis

**Organizational Unit:** Biology  
**Snapshot Date:** 03/31/2014

<table>
<thead>
<tr>
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<th>Job Title</th>
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<tr>
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<td>1617</td>
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<tr>
<td>2358-S</td>
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<td>Lecturer AY</td>
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<tr>
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### Grand Total

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</table>

(*) Indicates this job contains employees who are included from another facility.
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<table>
<thead>
<tr>
<th>Job Code</th>
<th>Job Title</th>
<th>EMP</th>
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<th>Total EMP</th>
<th>Total W</th>
<th>Total AA</th>
<th>Total H</th>
<th>Total A</th>
<th>Total NA</th>
<th>Total PI</th>
<th>Total 2+</th>
</tr>
</thead>
<tbody>
<tr>
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<td>0</td>
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<td>0</td>
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</table>

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

### Workforce Analysis

**Organizational Unit:** Budget and Treasury

<table>
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<th>NA</th>
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<th>2+</th>
</tr>
</thead>
<tbody>
<tr>
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</tr>
<tr>
<td>3306</td>
<td>Administrator III</td>
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**Grand Total #**: 3  
**Grand Total %**: 100.0

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</thead>
<tbody>
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</tbody>
</table>

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

**Organizational Unit:** Bus Econ Instruction

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<th>A</th>
<th>NA</th>
<th>PI</th>
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### Grand Total #

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### Grand Total %

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

**Organizational Unit:** Business Administration

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**Grand Total #** | 40 | 8
**Grand Total %** | 20.0

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

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

### Organizational Unit: Business Econ - Spcl Proj

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**Grand Total #**: 1

**Grand Total %**: 0.0

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

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

#### Workforce Analysis

**Organizational Unit:** Capital Planning Design Constr

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<th>Total A</th>
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**Grand Total #**

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<th>Total H</th>
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**Grand Total %**

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

**Organizational Unit:** Career Services

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

**Organizational Unit:** Center for Performing Arts

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#### Grand Total
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- **Total MIN:** 3
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  - Female: 14
- **W:**
  - Male: 11
  - Female: 12
- **AA:**
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  - Female: 0.0
- **H:**
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  - Female: 1.0
- **A:**
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  - Female: 0.0
- **NA:**
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  - Female: 0.0
- **PI:**
  - Male: 0.0
  - Female: 0.0
- **2+:**
  - Male: 0.0
  - Female: 1.0

#### Grand Total %
- **Total:** 11.5%
  - Male: 46.2%
  - Female: 53.8%

(+ ) Indicates this job contains employees who are included from another facility.
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<table>
<thead>
<tr>
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(+) Indicates this job contains employees who are included from another facility.
(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.
Sonoma State University

Workforce Analysis

Organizational Unit: Charlie Browns

<table>
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<tr>
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<th>MIN</th>
<th>EMP</th>
<th>W</th>
<th>AA</th>
<th>H</th>
<th>A</th>
<th>NA</th>
<th>PI</th>
<th>2+</th>
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Grand Total # 2 0
Grand Total % 0.0

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

**Organizational Unit:** Chemistry

<table>
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<th>MIN</th>
<th>Total EMP</th>
<th>Total W</th>
<th>Total AA</th>
<th>Total H</th>
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<th>Total NA</th>
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</tr>
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</table>

| Grand Total # | 15 | 8 |
| Grand Total % | 53.3 |

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

**Organizational Unit:** Chicano and Latino Studies

<table>
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<th>Job Title</th>
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<th>EMP</th>
<th>W</th>
<th>AA</th>
<th>H</th>
<th>A</th>
<th>NA</th>
<th>PI</th>
<th>2+</th>
</tr>
</thead>
<tbody>
<tr>
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<td>Lecturer AY</td>
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### Grand Total

- **#**: 6
- **%**: 83.3

### Male

- **#**: 3
- **%**: 50.0

### Female

- **#**: 3
- **%**: 50.0

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

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

### Organizational Unit: Children's School

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<thead>
<tr>
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<th>MIN</th>
<th>EMP</th>
<th>W</th>
<th>AA</th>
<th>H</th>
<th>A</th>
<th>NA</th>
<th>PI</th>
<th>2+</th>
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</tr>
<tr>
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</table>

**Grand Total #** | 7   | 1   | Male # | 1   | 1   | 0 | 0 | 0 | 0 | 0 | 0 |
**Grand Total %** | 14.3|     | Male % | 14.3| 14.3| 0.0| 0.0| 0.0| 0.0| 0.0| 0.0|
|                | 6   | 5   | Female # | 6 | 5 | 1 | 0 | 0 | 0 | 0 | 0 |
|                | 85.7| 71.4| Female % | 85.7| 71.4| 14.3| 0.0| 0.0| 0.0| 0.0| 0.0 |

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

**Organizational Unit:** Common Mgmt Systems (CMS)

#### Workforce Analysis

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<th>EMP</th>
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<th>AA</th>
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**Grand Total #** 9 1

**Grand Total %** 11.1

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</tbody>
</table>

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

### Organizational Unit:
Communication Studies

<table>
<thead>
<tr>
<th>Job Code</th>
<th>Job Title</th>
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<th>Total MIN</th>
<th>Total EMP</th>
<th>W</th>
<th>AA</th>
<th>H</th>
<th>A</th>
<th>NA</th>
<th>PI</th>
<th>2+</th>
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</tr>
<tr>
<td>2358-S</td>
<td>Lecturer AY</td>
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<td>1</td>
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**Grand Total #**

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

Organizational Unit: Computer Operations

<table>
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### Notes:

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

**Organizational Unit:** Computer Science

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

### Organizational Unit: Counseling

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

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

#### Workforce Analysis

**Organizational Unit:** Counseling Psychological Svc

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

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.
| Job Code | JobTitle | Total | EMP | MIN | Total | EMP | W | AA | H | A | NA | PI | 2+ |
|----------|----------|-------|-----|-----|-------|-----|---|---|---|---|---|----|----|----|
| 3084     | SSP III  |       | 1   | 1   |       | 1   | 0 | 0 | 0 | 0 | 0 | 0  | 0  | 0  |
|          |          |       | Male|     |       |     | 0 | 0 | 0 | 0 | 0 | 0  | 0  | 0  |
|          |          |       | Female|   |       | 1   | 0 | 0 | 1 | 0 | 0 | 0  | 0  | 0  |
|          |          | Grand Total # | 1 | 1 | 100.0 | 0 | 0 | 0 | 0 | 0 | 0  | 0  | 0  |
|          |          | Grand Total %  | | | | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

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

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

### Workforce Analysis

**Organizational Unit:** Criminology_Criminal Justice

| Job Code | JobTitle                | EMP | MIN | Total | EMP | W | AA | H | A | NA | PI | 2+ |
|----------|-------------------------|-----|-----|-------|-----|---|---|---|---|---|----|----|----|
| 1035     | Admin Support Coord 12 Mo | 1   | 0   | 0     | 1   | 0 | 0 | 0 | 0 | 0 | 0  | 0  | 0  |
| 2358-3   | Lecturer AY             | 3   | 0   | 0     | 2   | 2 | 0 | 0 | 0 | 0 | 0  | 0  | 0  |
| 2358-S   | Lecturer AY             | 2   | 0   | 0     | 0   | 0 | 0 | 0 | 0 | 0 | 0  | 0  | 0  |
| 2360     | Instr Fac AY            | 5   | 1   | 1     | 1   | 0 | 0 | 0 | 0 | 0 | 0  | 0  | 0  |

### Grand Total

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</table>

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(-): Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.
Organizational Unit: Ctr for Community Engagement

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

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.
<table>
<thead>
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Grand Total %  100.0  50.0  0.0  0.0  0.0  0.0  0.0  0.0  0.0  50.0

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

### Workforce Analysis

Organizational Unit: Curr Studies Sec Education

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Grand Total # | 23 | 4 | Male # | 6 | 5 | 0 | 0 | 0 | 1 | 0 |
Grand Total % | 17.4 | Male % | 26.1 | 21.7 | 0.0 | 0.0 | 0.0 | 4.35 | 0.00 |

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

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

**Organizational Unit:** Customer Services

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**Grand Total #** | **Grand Total %**
--- | ---
9 | 33.3

**Grand Total #** | **Grand Total %**
--- | ---
1 | 100.0

Male # | Male % | Female # | Female %
--- | --- | --- | ---
1 | 11.1 | 0 | 11.1

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

**Organizational Unit:** Degree Completion ITDS

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<th>H</th>
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</table>

| 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 | 0.0 |
|               | 1 | 1 | Female # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
|               | 100.0 | Female % | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

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## Workforce Analysis

**Organizational Unit:** Disability Accommodations

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

**Organizational Unit:** Disability Srvcs for Students

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**Grand Total #**

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**Grand Total %**

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

### Organizational Unit: Early Academic Outreach

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|       | Male # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
|       | Male % | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
|       | Female # | 3 | 2 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
|       | Female % | 100.0 | 66.7 | 0.0 | 0.0 | 33.3 | 0.0 | 0.0 | 0.0 | 0.0 |

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

(−) Indicates this job contains employees included in this plan’s Workforce Analysis but who are excluded from the rest of this facility’s Affirmative Action plan.
# Sonoma State University

## Workforce Analysis

**Organizational Unit:** Early Childhood Studies

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<tr>
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<th>MIN</th>
<th>EMP</th>
<th>W</th>
<th>AA</th>
<th>H</th>
<th>A</th>
<th>NA</th>
<th>PI</th>
<th>2+</th>
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<tbody>
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(+) Indicates this job contains employees who are included from another facility.

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

**Organizational Unit:** Economics

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<th>H</th>
<th>A</th>
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Grand Total # 10 3
Grand Total % 30.0

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

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**Notes**

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

**Organizational Unit:** Empl Relations Complnc Svcs

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</table>

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

## Workforce Analysis

**Organizational Unit:** Employee Services

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

Snapshot Date: 03/31/2014

Workforce Analysis

Organizational Unit: Engineering Degree Program

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Grand Total # 8  2
Grand Total % 25.0

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

**Organizational Unit:** English

- **Total EMP:** 34
- **Total MIN:** 7

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### Grand Total
- **Total EMP:** 34
- **Total MIN:** 7
- **Male #:** 10
- **Female #:** 24
- **Male %:** 29.4
- **Female %:** 70.6

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

**Organizational Unit:** Entrepreneurial Activities

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<th>H</th>
<th>A</th>
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| Grand Total # | 7 | 0 | Male # | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Grand Total % | 0.0 | Male % | 14.3 | 14.3 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
|               |   | Female # | 6 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
|               |   | Female% | 85.7 | 85.7 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

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

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

Snapshot Date: 03/31/2014

Workforce Analysis

Organizational Unit: Environmental Health Safety

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<th>Total A</th>
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Grand Total # | 1 | 0 | Male # | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
Grand Total % | 0.0 | | Male % | 100.0 | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

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

**Workforce Analysis**

**Organizational Unit:** Environmental Studies and Plng

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**Grand Total #** 12  1

**Grand Total %** 8.3

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

**Organizational Unit:** EOP

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**Grand Total #** 3  3

**Grand Total %** 100.0

| Male # | 1   | 0   | 1   | 0   | 0   | 0  | 0  | 0  |
| Male % | 33.3| 0.0 | 33.3| 0.0 | 0.0 | 0  | 0  | 0  |
| Female # | 2   | 0   | 0   | 0   | 0   | 0  | 0  | 2  |
| Female% | 66.7| 0.0 | 0.0 | 0.0 | 0.0 | 0  | 0  | 66.7 |

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

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

#### Organizational Unit: Events

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

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

### Workforce Analysis

**Organizational Unit:** Facilities Administration

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

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

### Organizational Unit:
Faculty Affairs

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

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

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.
Sonoma State University  
Snapshot Date: 03/31/2014

**Workforce Analysis**

Organizational Unit: General Accounting Unit

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Grand Total # 6   2
Grand Total % 33.3

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

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

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### Workforce Analysis

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**Grand Total #** 8 2

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| Male % | 50.0 25.0 0.0 12.5 0.0 0.0 0.0 12.50 |
| Female # | 4 4 0 0 0 0 0 0 |
| Female% | 50.0 50.0 0.0 0.0 0.0 0.0 0.0 0.0 |

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

**Organizational Unit:** Geology

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

**Organizational Unit:** Global Studies

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

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

Snapshot Date: 03/31/2014

Organizational Unit: GMC Administration

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Grand Total # | 4 | 1 | Male # | 2 | 1 | 0 | 0 | 1 | 0 | 0 | 0 |
Grand Total % | 25.0 | Male % | 50.0 | 50.0 | 0.0 | 0.0 | 25.0 | 0.0 | 0.0 | 0.0 |

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

**Organizational Unit:** GMC Back of House

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| Grand Total # | 6 | 1 |
| Grand Total % | 16.7 | 100.0 |

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

### Workforce Analysis

**Organizational Unit:** GMC Hospitality Center

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**Grand Total #** 5
**Grand Total %** 0.0

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### Sonoma State University

#### Workforce Analysis

**Organizational Unit:** GMC House Operations

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**Grand Total #**

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**Grand Total %**

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

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

#### Organizational Unit: History

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**Grand Total #** 22 3

**Grand Total %** 13.6

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

### Organizational Unit: Housekeeping

<table>
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<tr>
<th>Job Code</th>
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<th>Total EMP</th>
<th>MIN</th>
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### Grand Total

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

**Organizational Unit:** Housing

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<th>NA</th>
<th>PI</th>
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</table>

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

**Organizational Unit:** Hutchins School of Lib Studies

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<th>H</th>
<th>A</th>
<th>NA</th>
<th>PI</th>
<th>2+</th>
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<table>
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* (+) Indicates this job contains employees who are included from another facility.
* (-) Indicates this job contains employees included in this plan’s Workforce Analysis but who are excluded from the rest of this facility’s Affirmative Action plan.
## Workforce Analysis

### Organizational Unit: Information Technology

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</tbody>
</table>

| 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 | 1 | 0 | 0 | 0 | 0 |
|               |   | Female% | 50.0 | 25.0 | 0.0 | 25.0 | 0.0 | 0.0 | 0.0 | 0.0 |

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

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

**Organizational Unit:** Institutional Research

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<th>AA</th>
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<th>NA</th>
<th>PI</th>
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<tbody>
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(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.
## Workforce Analysis

**Organizational Unit:** Instructional Technology Svcs

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<th>Total EMP</th>
<th>Total W</th>
<th>Total AA</th>
<th>Total H</th>
<th>Total A</th>
<th>Total NA</th>
<th>Total PI</th>
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**Grand Total #**

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**Grand Total %**

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</table>

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

Snapshot Date: 03/31/2014
## Workforce Analysis

**Organizational Unit:** Kinesiology

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

**Organizational Unit:** Landscaping

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<th>A</th>
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**Grand Total #** 20 5
**Grand Total %** 25.0

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</table>

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### Workforce Analysis

**Organizational Unit:** Liberal Studies Ukiah

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<th>Total H</th>
<th>Total A</th>
<th>Total NA</th>
<th>Total PI</th>
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**Grand Total #**

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**Grand Total %**

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

**Organizational Unit:** Library Administration

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**Grand Total #** 25 3

**Grand Total %** 12.0

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</table>

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

**Organizational Unit:** Lifelong Learning Institute-NC

<table>
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| Grand Total # | 4 | 0  |
| Grand Total % | 0.0 |

**Notes:**

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

**Snapshot Date: 03/31/2014**

**Organizational Unit:** Literacy Elem and Early Educ

### Workforce Analysis

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**Grand Total #** 26 4  Male # 4 4 0 0 0 0 0 0 0 0  Male % 15.4 15.4 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0  Female # 22 18 1 2 1 0 0 0 0 0 0 0  Female% 84.6 69.2 3.8 7.7 3.8 0.0 0.0 0.0 0.0 0.0 0.0 0.0

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

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

### Organizational Unit: Mail and Receiving

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<tr>
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<td>Admin Support Coord 12 Mo</td>
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| Grand Total # | 4 | 0 | 0.0 |
| Grand Total % | Male # | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
|               | Male % | 25.0 | 25.0 | 0.0 | 0.0 | 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 | 0 | 0 | 0 | 0 |
|               | Female % | 75.0 | 75.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

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

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

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

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

**Organizational Unit:** Modern Languages Literature

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</table>

### Grand Total

- **#**: 13
- **%**: 23.1
- **Male #**: 5
- **Male %**: 38.5
- **Female #**: 8
- **Female %**: 61.5

Note:

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

Organizational Unit: Multi-Cultural Center

<table>
<thead>
<tr>
<th>Job Code</th>
<th>Job Title</th>
<th>EMP</th>
<th>MIN</th>
<th>EMP</th>
<th>W</th>
<th>AA</th>
<th>H</th>
<th>A</th>
<th>NA</th>
<th>PI</th>
<th>2+</th>
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</tr>
<tr>
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</table>

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

**Workforce Analysis**

**Organizational Unit:** Music

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<th>Total</th>
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<th>W</th>
<th>AA</th>
<th>H</th>
<th>A</th>
<th>NA</th>
<th>PI</th>
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<tbody>
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<td>Lecturer AY</td>
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<td>0</td>
<td>0</td>
<td>0</td>
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</tbody>
</table>

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

**Organizational Unit:** Music Studio

<table>
<thead>
<tr>
<th>Job Code</th>
<th>JobTitle</th>
<th>EMP</th>
<th>MIN</th>
<th>Total</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
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<td></td>
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<td>7</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Female</td>
<td>5</td>
</tr>
<tr>
<td>2358-S</td>
<td>Lecturer AY</td>
<td>2</td>
<td>1</td>
<td>Male</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Female</td>
<td>1</td>
</tr>
<tr>
<td>2358-3</td>
<td>Lecturer AY</td>
<td>5</td>
<td>1</td>
<td>Male</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Female</td>
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</tr>
</tbody>
</table>

| Grand Total # | 19 | 2 |
| Grand Total % | 10.5 | |

| Male # | 11 | 9 | 1 | 1 | 0 | 0 | 0 | 0 |
| Male % | 57.9 | 47.4 | 5.3 | 5.3 | 0.0 | 0.0 | 0.0 | 0.0 |
| Female # | 8 | 8 | 0 | 0 | 0 | 0 | 0 | 0 |
| Female% | 42.1 | 42.1 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

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

**Organizational Unit:** NASA Educ_Pub Outreach

<table>
<thead>
<tr>
<th>Job Code</th>
<th>Job Title</th>
<th>Total EMP</th>
<th>Total MIN</th>
<th>EMP</th>
<th>W</th>
<th>AA</th>
<th>H</th>
<th>A</th>
<th>NA</th>
<th>PI</th>
<th>2+</th>
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</thead>
<tbody>
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<td>420</td>
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<td>0</td>
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<td>2</td>
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<td>0</td>
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<td>0</td>
</tr>
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<td>0.0</td>
<td>100.0</td>
<td>0.0</td>
<td>0.0</td>
<td>0.0</td>
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</tr>
</tbody>
</table>

| Male # | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Female # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Male % | 100.0 | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| Female % | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

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

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

**Organizational Unit:** Native American Studies

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<tr>
<td>2358-3</td>
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<td>0</td>
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**Grand Total #**

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<th>Female</th>
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<tbody>
<tr>
<td>2</td>
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</tbody>
</table>

**Grand Total %**

<table>
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<tr>
<th>Male %</th>
<th>Female %</th>
</tr>
</thead>
<tbody>
<tr>
<td>50.0</td>
<td>50.0</td>
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</table>

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

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

### Organizational Unit:
Network Security and Comm Svcs

<table>
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<th>Total W</th>
<th>Total AA</th>
<th>Total H</th>
<th>Total A</th>
<th>Total NA</th>
<th>Total PI</th>
<th>Total 2+</th>
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<td>0</td>
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</table>

| Grand Total # | 4 | 0 | 0.0 |
| Grand Total % | 50.0 | 50.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

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

**Organizational Unit:** Northwest Information Center

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<th>EMP</th>
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<th>A</th>
<th>NA</th>
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<tr>
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</tr>
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</tbody>
</table>

**Grand Total #** 6  
**Grand Total %** 33.3

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

(+) Indicates this job contains employees who are included from another facility.
<table>
<thead>
<tr>
<th>Job Code</th>
<th>JobTitle</th>
<th>Total EMP</th>
<th>Total MIN</th>
<th>EMP</th>
<th>W</th>
<th>AA</th>
<th>H</th>
<th>A</th>
<th>NA</th>
<th>PI</th>
<th>2+</th>
</tr>
</thead>
<tbody>
<tr>
<td>1035</td>
<td>Admin Support Coord 12 Mo</td>
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<td>1</td>
<td></td>
<td></td>
<td></td>
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<td>0</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
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Grand Total #: 31
Grand Total %: 6.5

(+): Indicates this job contains employees who are included from another facility.
(-): Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.
**Organizational Unit:** Offc of the Dean Science Tech

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**Grand Total #** 9
**Grand Total %** 33.3

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

**Organizational Unit:** Office of the Dean A and H

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**Grand Total #** 5

**Grand Total %** 20.0

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

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

(*+*) Indicates this job contains employees who are included from another facility.
## Workforce Analysis

**Organizational Unit:** Office of the Dean Bus Econ

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| Grand Total % | 25.0 | Male % | 12.5 | 12.5 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

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

Organizational Unit: Office of the Dean Education

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Grand Total # 8 2
Grand Total % 25.0

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

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**Grand Total #** 16

**Grand Total %** 0.0

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</table>

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

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

**Organizational Unit:** Office of the Dean Soc Science

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<thead>
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<th>Job Code</th>
<th>Job Title</th>
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<th>MIN</th>
<th>EMP</th>
<th>W</th>
<th>AA</th>
<th>H</th>
<th>A</th>
<th>NA</th>
<th>PI</th>
<th>2+</th>
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**Grand Total #**

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**Grand Total %**

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<th>NA</th>
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</table>

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

**Workforce Analysis**

Snapshot Date: 03/31/2014

Organizational Unit: Office of the President

<table>
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<tr>
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<th>Total EMP</th>
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<th>Total AA</th>
<th>Total H</th>
<th>Total A</th>
<th>Total NA</th>
<th>Total PI</th>
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Grand Total #: 2
Grand Total %: 50.0

Male #: 1
Male %: 50.0
Female #: 1
Female %: 50.0

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Sonoma State University  

Snapshot Date: 03/31/2014

Organizational Unit: Office of the Provost and VP

<table>
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<th>W</th>
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<th>H</th>
<th>A</th>
<th>NA</th>
<th>PI</th>
<th>2+</th>
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</table>

| Grand Total # | 6 | Male # | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Grand Total % | 0.0 | Male % | 33.3 | 33.3 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| Female # | 4 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Female % | 66.7 | 66.7 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

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## Workforce Analysis

### Organizational Unit: Office of the VP A and F

<table>
<thead>
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**Grand Total #** 5 0
**Grand Total %** 0.0

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## Sonoma State University

### Workforce Analysis

**Organizational Unit:** Operations

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</tbody>
</table>

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

**Organizational Unit:** Operations and Engineering

<table>
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<th>Total AA</th>
<th>Total H</th>
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(+) Indicates this job contains employees who are included from another facility.

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

### Organizational Unit: Operations and Engineering

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Grand Total #: 42  Grand Total %: 28.6

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

**Organizational Unit:** Parking

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**Grand Total Male %**

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**Grand Total Female %**

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

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

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**Grand Total #:** 6  2
**Grand Total %:** 33.3

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

**Organizational Unit:** Payroll and Benefits

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**Grand Total #** 7

**Grand Total %** 14.3

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

### Organizational Unit: Philosophy

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

**Workforce Analysis**

**Organizational Unit:** Physics and Astronomy

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**Grand Total #** 14 2
**Grand Total %** 14.3

| Male # | 8  | 7  | 0  | 0  | 1  | 0  | 0  | 0  |
| Female # | 6  | 5  | 0  | 0  | 0  | 1  | 0  | 0  |
| Female % | 57.1 | 50.0 | 0.0 | 0.0 | 7.1 | 0.0 | 0.0 | 0.0 |

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

**Organizational Unit:** Police and Parking Services

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<th>MIN</th>
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**Grand Total #** 21 4 4

**Grand Total %** 19.0 13 9 2 1 0 0 0 1

Male % 61.9 42.9 9.5 4.8 0 0 0.00 4.76
Female % 38.1 38.1 0.0 0.0 0.0 0.0 0.0 0.0

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

**Workforce Analysis**

**Organizational Unit:** Political Science

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**Grand Total #**

16

**Grand Total %**

0.0

**Notes:**

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

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

**Snapshot Date: 03/31/2014**

**Workforce Analysis**

**Organizational Unit:** Pre-College Programs

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| Grand Total # | 8 | 5 |
| Grand Total % | 62.5 |

| Male # | 3 | 0 | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Male % | 37.5 | 0.0 | 12.5 | 25.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| Female # | 5 | 3 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Female % | 62.5 | 37.5 | 0.0 | 12.5 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 12.5 |

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

### Workforce Analysis

**Organizational Unit:** Psychology

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<th>Total MIN</th>
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|          | **Grand Total #**              | 28        | 4         |     |   |    |   |   |    |    |    |
|          | **Grand Total %**              | 14.3      |           |     |   |    |   |   |    |    |    |

|          | Male #                        | 6         | 5         | 0   | 0  | 1  | 0 | 0  | 0  | 0  | 0  |
|          | Female #                      | 22        | 19        | 0   | 2  | 0  | 0 | 0  | 0  | 1  |
|          | Male %                        | 21.4      | 17.9      | 0.0 | 0.0| 3.6| 0.0| 0.0| 0.0| 0.0|
|          | Female %                      | 78.6      | 82.1      | 0.0 | 7.1| 0.0| 0.0| 0.0| 0.0| 3.6|

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

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

**Organizational Unit:** Purchasing

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<th>AA</th>
<th>H</th>
<th>A</th>
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**Grand Total #** 5 1

**Grand Total %** 20.0

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</table>

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

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

---

115
## Workforce Analysis

**Organizational Unit:** RC_Rec Ctr-Recreation Center O

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Grand Total:
- Male #: 3
- Male %: 66.67%
- Female #: 0
- Female %: 0%

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Grand Total %:
- Male %: 66.67
- Female %: 0

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

**Organizational Unit:** Receipts Receivables

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**Grand Total #** 7 2

**Grand Total %** 28.6

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

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

**Organizational Unit:** Reprographics Services Univ

### Job Code | Job Title
---|---
1481 | Reprographics Specialist II
1482 | Reprographics Specialist III
3318 | Administrator I

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

**Organizational Unit:** Res Halls Dining Svc

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Grand Total #: 26  
Grand Total %: 42.3

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

### Workforce Analysis

#### Organizational Unit: Research Sponsored Programs

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**Grand Total #**: 3
**Grand Total %**: 0.0

Male #: 2, Female #: 1
Male %: 66.7, Female %: 33.3

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

### Workforce Analysis

**Organizational Unit:** Residential Life Programs

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**Grand Total #** 12 | 4

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<td>Female %</td>
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(+) Indicates this job contains employees who are included from another facility.

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

**Organizational Unit:** Sales

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**Grand Total #**

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**Grand Total %**

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

### Workforce Analysis

**Organizational Unit:** Sch of Ed-Special Projects

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</table>

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

Snapshot Date: 03/31/2014

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

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

123
### Workforce Analysis

**Organizational Unit:** Scheduling

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

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

**Organizational Unit:** Social Science Instruction

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

**Organizational Unit:** Sociology

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**Grand Total #** 16

**Grand Total %** 25.0

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

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

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

**Organizational Unit:** Ssali

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

Workforce Analysis

Organizational Unit: SSU Preserves

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Grand Total # 1

Grand Total % 0.0

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

**Workforce Analysis**

**Organizational Unit:** Student Admissions

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**Grand Total #** 15

**Grand Total %** 40.0

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

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

#### Workforce Analysis

**Organizational Unit:** Student Health Center

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**Grand Total #**: 17
**Grand Total %**: 17.6

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

**Organizational Unit:** Student Records

<table>
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<th>Job Code</th>
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<th>MIN</th>
<th>EMP</th>
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<th>H</th>
<th>A</th>
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**Grand Total #** 10 5

**Grand Total %** 50.0

- Indicates this job contains employees who are included from another facility.
- Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.
| Job Code | JobTitle       | Total | EMP | MIN | EMP | W | AA | H | A | NA | PI | 2+ |   |
|----------|----------------|-------|-----|-----|-----|----|----|----|---|----|----|----|----|---|
| 3082     | SSP II         | 2     | 2   | 2   | 0   | 0  | 0  | 0  | 0 | 0   | 0   | 0   | 0  |   |
|          |                |       |     |     | Male|    |    |    |   |    |    |    |    |   |
|          |                |       |     |     | Female| 2 | 0 | 0 | 2 | 0 | 0 | 0 | 0 |   |
| 3084     | SSP III        | 1     | 1   | 1   | 0   | 0  | 0  | 0  | 0 | 0   | 0   | 0   | 0  |   |
|          |                |       |     |     | Male| 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |   |
|          |                |       |     |     | Female| 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |   |
| 3312     | Administrator II | 1    | 1   | 1   | 0   | 0  | 0  | 0  | 0 | 0   | 0   | 0   | 0  |   |
|          |                |       |     |     | Male| 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |   |
|          |                |       |     |     | Female| 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |   |
|           | Grand Total #  | 4     | 4   | 4   | 0   | 0 | 0 | 0 | 0 | 0   | 0   | 0   | 0  |   |
|           | Grand Total %  | 100.0 | 100.0 | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |   |

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

**Organizational Unit:** Student Union SSU

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<th>Female</th>
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<th>AA</th>
<th>H</th>
<th>A</th>
<th>NA</th>
<th>PI</th>
<th>2+</th>
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<td></td>
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<td>Female</td>
<td>EMP</td>
<td>W</td>
<td>AA</td>
<td>H</td>
<td>A</td>
<td>NA</td>
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</tbody>
</table>

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

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

**Organizational Unit:** Technical Services

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<th>Total MIN</th>
<th>Total EMP</th>
<th>W</th>
<th>AA</th>
<th>H</th>
<th>A</th>
<th>NA</th>
<th>PI</th>
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</tr>
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</table>

- **Male:**
  - EMP: 0
  - MIN: 0
- **Female:**
  - EMP: 1
  - MIN: 1

<table>
<thead>
<tr>
<th>Grand Total #</th>
<th>Grand Total %</th>
<th>Total EMP</th>
<th>W</th>
<th>AA</th>
<th>H</th>
<th>A</th>
<th>NA</th>
<th>PI</th>
<th>2+</th>
</tr>
</thead>
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</tr>
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</table>

- **Male:**
  - EMP: 0
  - MIN: 0
  - %: 0.0
- **Female:**
  - EMP: 1
  - MIN: 1
  - %: 100.0

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

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

### Workforce Analysis

#### Organizational Unit: Theatre Arts

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<th>Total W</th>
<th>Total AA</th>
<th>Total H</th>
<th>Total A</th>
<th>Total NA</th>
<th>PI</th>
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</table>

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

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

#### Workforce Analysis

**Organizational Unit:** Toast

<table>
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<th>Total MIN</th>
<th>EMP</th>
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<th>H</th>
<th>A</th>
<th>NA</th>
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</table>

**Grand Total #**

- Male #: 0
- Female #: 1

**Grand Total %**

- Male %: 0.0
- Female %: 100.0

---

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

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

### Organizational Unit: Tutorial Center

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<th>EMP</th>
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<th>H</th>
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</table>

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

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

#### Workforce Analysis

**Organizational Unit:** Tutorial Reimb

| Job Code | JobTitle       | EMP | MIN | Total | EMP | W  | AA | H  | A  | NA | PI | 2+ |
|----------|----------------|-----|-----|-------|-----|----|----|----|----|----|----|----|----|
| 1150     | Instr Stdt Asst| 33  | 8   | 41    | 22  | 19 | 0  | 0  | 1  | 0  | 0  | 0  | 2  |
|          | Male           |     |     |       |     |    |    |    |    |    |    |    |    |
|          | Female         |     |     |       | 11  | 6  | 0  | 4  | 0  | 0  | 0  | 0  | 1  |
|          | Grand Total #  | 33  | 8   | 41    | 22  | 19 | 0  | 1  | 0  | 0  | 0  | 0  | 2  |
|          | Grand Total %  | 24.2|     |       | 66.7| 57.6| 0.0| 3.0| 0.0| 0.0| 0.0| 6.06|
|          | Male %         |     |     |       | 66.7| 57.6| 0.0| 3.0| 0.0| 0.0| 0.0| 6.06|
|          | Female %       |     |     |       | 11  | 6  | 0  | 4  | 0  | 0  | 0  | 1  |
|          | Female%        |     |     |       | 33.3| 18.2| 12.1| 0.0| 0.0| 0.0| 0.0| 3.0|

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

**Organizational Unit:** University Affairs

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</table>

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

**Snapshot Date: 03/31/2014**

## Workforce Analysis

**Organizational Unit:** University Development

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</table>

| Grand Total # | 6 | 2 |
| Grand Total % | 33.3 |

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

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

**Organizational Unit:** University Studies

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</table>

**Grand Total #**: 4  
**Grand Total %**: 25.0

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

Workforce Analysis

Organizational Unit: University Support Services

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Grand Total #  8  2
Grand Total %  25.0

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

**Organizational Unit:** VP Student Affrs_Enroll Mgmt

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

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

**Organizational Unit:** Wine Business Program

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<th>Total A</th>
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**Grand Total #**

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

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

**Organizational Unit:** Women's and Gender Studies

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**Grand Total #:** 6

**Grand Total %:** 16.7

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

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## Sonoma State University

### Workforce Analysis

**Organizational Unit:** Workstation Security and Svcs

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### Workforce Analysis

**Organizational Unit:** Writing Center

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**Grand Total #**

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**Notes:**

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

### Workforce Analysis Summary

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## Sonoma State University

### Workforce Analysis Summary

**Snapshot Date:** 03/31/2014

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## Sonoma State University

### Workforce Analysis Summary

Snapshot Date: 03/31/2014

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Sonoma State University
Workforce Analysis Summary
Snapshot Date: 03/31/2014
## Workforce Analysis Summary

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Total (#): 1,387
Total (%): 43.1 56.9 21.3
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Total (employees) 39 29 10 33 6
Total (%) 74.4 25.6 84.62 15.4

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

#### Job Group Analysis

**Job Group:** 1B - Management

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Total (#) 131  49  82  104  27
Total (%) 37.4  62.6  79.39  20.6

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

Job Group Analysis

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

**Job Group:** 2B - Faculty - Temporary

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<td>2358-3</td>
<td>Lecturer AY</td>
<td>117</td>
<td>50</td>
<td>67</td>
<td>103</td>
<td>14</td>
</tr>
<tr>
<td>5</td>
<td>2358-5</td>
<td>Lecturer AY</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>5</td>
<td>2358-S</td>
<td>Lecturer AY</td>
<td>120</td>
<td>47</td>
<td>73</td>
<td>100</td>
<td>20</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Total (#)</strong></td>
<td>292</td>
<td>122</td>
<td>170</td>
<td>254</td>
<td>38</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Total (%)</strong></td>
<td>41.8</td>
<td>58.2</td>
<td>86.99</td>
<td>13.0</td>
<td></td>
</tr>
</tbody>
</table>

(*) indicates this job title contains employees who are included from another facility.
### Job Group Analysis

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

<table>
<thead>
<tr>
<th>EEO Cat</th>
<th>Job Code</th>
<th>Job Title</th>
<th>EMP</th>
<th>MALE</th>
<th>FEMALE</th>
<th>WHITE</th>
<th>MIN</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2360</td>
<td>Instr Fac AY</td>
<td>229</td>
<td>118</td>
<td>111</td>
<td>183</td>
<td>46</td>
</tr>
</tbody>
</table>

**Total (#):**
- EMP: 229
- MALE: 118
- FEMALE: 111
- WHITE: 183
- MIN: 46

**Total (%):**
- EMP: 51.5
- MALE: 48.5
- FEMALE: 79.91
- WHITE: 20.1

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

Job Group Analysis

Job Group: 2D - Faculty - Other

<table>
<thead>
<tr>
<th>EEO Cat</th>
<th>Job Code</th>
<th>Job Title</th>
<th>EMP</th>
<th>MALE</th>
<th>FEMALE</th>
<th>WHITE</th>
<th>MIN</th>
</tr>
</thead>
<tbody>
<tr>
<td>5</td>
<td>2351</td>
<td>Research Fellow</td>
<td>4</td>
<td>1</td>
<td>3</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>5</td>
<td>2393</td>
<td>Visiting Faculty-Academic Year</td>
<td>1</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>0</td>
</tr>
</tbody>
</table>

Total (#)  5  2  3  3  2
Total (%)  40.0 60.0 60.0 40.0

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

### Job Group Analysis

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

<table>
<thead>
<tr>
<th>EEO</th>
<th>Job Code</th>
<th>Job Title</th>
<th>EMP</th>
<th>MALE</th>
<th>FEMALE</th>
<th>WHITE</th>
<th>MIN</th>
</tr>
</thead>
<tbody>
<tr>
<td>2</td>
<td>1762</td>
<td>Accountant I</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>2</td>
<td>4555</td>
<td>Accountant II</td>
<td>5</td>
<td>1</td>
<td>4</td>
<td>4</td>
<td>1</td>
</tr>
<tr>
<td>2</td>
<td>1741</td>
<td>Accounting Technician II</td>
<td>2</td>
<td>1</td>
<td>1</td>
<td>2</td>
<td>0</td>
</tr>
<tr>
<td>2</td>
<td>1740</td>
<td>Accounting Technician III</td>
<td>6</td>
<td>1</td>
<td>5</td>
<td>2</td>
<td>4</td>
</tr>
</tbody>
</table>

**Total (#):** 14  3  11  9  5

**Total (%):** 21.4  78.6  64.29  35.7

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

### Job Group Analysis

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

<table>
<thead>
<tr>
<th>EEO Cat</th>
<th>Job Code</th>
<th>Job Title</th>
<th>EMP</th>
<th>MALE</th>
<th>FEMALE</th>
<th>WHITE</th>
<th>MIN</th>
</tr>
</thead>
<tbody>
<tr>
<td>2</td>
<td>1037</td>
<td>Admin Analyst/Spclst 11/12</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>2</td>
<td>1038</td>
<td>Admin Analyst/Spclst 12 Mo</td>
<td>75</td>
<td>8</td>
<td>67</td>
<td>63</td>
<td>12</td>
</tr>
<tr>
<td>2</td>
<td>5783</td>
<td>Assoc, Acad &amp; Instit Studies 2</td>
<td>2</td>
<td>2</td>
<td>0</td>
<td>2</td>
<td>0</td>
</tr>
<tr>
<td>2</td>
<td>5784</td>
<td>Assoc, Acad &amp; Instit Studies I</td>
<td>3</td>
<td>2</td>
<td>1</td>
<td>3</td>
<td>0</td>
</tr>
<tr>
<td>2</td>
<td>4791</td>
<td>Buyer I</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>2</td>
<td>4792</td>
<td>Buyer II</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>2</td>
<td>1176</td>
<td>Cnfdntl Admin Support 12 Mo</td>
<td>2</td>
<td>0</td>
<td>2</td>
<td>2</td>
<td>0</td>
</tr>
</tbody>
</table>

Total (#): 85  
Total (%): 14.1  
(+) indicates this job title contains employees who are included from another facility.
**Job Group Analysis**

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

<table>
<thead>
<tr>
<th>EEO</th>
<th>Job Code</th>
<th>Job Title</th>
<th>EMP</th>
<th>MALE</th>
<th>FEMALE</th>
<th>WHITE</th>
<th>MIN</th>
</tr>
</thead>
<tbody>
<tr>
<td>4</td>
<td>2866</td>
<td>Accompanist II</td>
<td>3</td>
<td>2</td>
<td>1</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>4</td>
<td>820</td>
<td>Graphic Designer 12 Mo</td>
<td>2</td>
<td>1</td>
<td>1</td>
<td>2</td>
<td>0</td>
</tr>
<tr>
<td>4</td>
<td>840</td>
<td>Performing Arts Tech 12 Mo</td>
<td>23</td>
<td>12</td>
<td>11</td>
<td>20</td>
<td>3</td>
</tr>
<tr>
<td>4</td>
<td>800</td>
<td>Pub Affairs/Comm Spec 12 Mo</td>
<td>3</td>
<td>0</td>
<td>3</td>
<td>3</td>
<td>0</td>
</tr>
<tr>
<td>4</td>
<td>7191</td>
<td>Realtime Captioner</td>
<td>2</td>
<td>0</td>
<td>2</td>
<td>2</td>
<td>0</td>
</tr>
</tbody>
</table>

**Total (**) 33  15  18  29  4**

**Total (%)**

<table>
<thead>
<tr>
<th>EMP</th>
<th>MALE</th>
<th>FEMALE</th>
<th>WHITE</th>
<th>MIN</th>
</tr>
</thead>
<tbody>
<tr>
<td>45.5</td>
<td>54.5</td>
<td>87.88</td>
<td>12.1</td>
<td></td>
</tr>
</tbody>
</table>
## Job Group Analysis

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

<table>
<thead>
<tr>
<th>EEO</th>
<th>Job Code</th>
<th>Job Title</th>
<th>EMP</th>
<th>MALE</th>
<th>FEMALE</th>
<th>WHITE</th>
<th>MIN</th>
</tr>
</thead>
<tbody>
<tr>
<td>4</td>
<td>8820</td>
<td>Community Service Spec 12 Mo</td>
<td>1</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>4</td>
<td>8145</td>
<td>Health Education Assistant</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>4</td>
<td>8147</td>
<td>Health Educator</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>1</td>
<td>0</td>
</tr>
</tbody>
</table>

Total (#) 3 1 2 2 1

Total (%) 33.3 66.7 66.67 33.3

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

**Job Group Analysis**

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

<table>
<thead>
<tr>
<th>EEO</th>
<th>Job Code</th>
<th>Job Title</th>
<th>EMP</th>
<th>MALE</th>
<th>FEMALE</th>
<th>WHITE</th>
<th>MIN</th>
</tr>
</thead>
<tbody>
<tr>
<td>4</td>
<td>2376</td>
<td>Coach 12 Mo</td>
<td>8</td>
<td>5</td>
<td>3</td>
<td>7</td>
<td>1</td>
</tr>
<tr>
<td>4</td>
<td>2383</td>
<td>Coaching Assistant 10 Mo</td>
<td>3</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>0</td>
</tr>
<tr>
<td>4</td>
<td>2382</td>
<td>Coaching Assistant 12 Mo</td>
<td>9</td>
<td>5</td>
<td>4</td>
<td>7</td>
<td>2</td>
</tr>
<tr>
<td>4</td>
<td>2379</td>
<td>Coaching Specialist 12 Mo</td>
<td>3</td>
<td>3</td>
<td>0</td>
<td>2</td>
<td>1</td>
</tr>
</tbody>
</table>

**Total (#):**
- 23 employees
- 14 MALE
- 9 FEMALE
- 19 WHITE
- 4 MIN

**Total (%):**
- 60.9 MALE
- 39.1 FEMALE
- 82.61 WHITE
- 17.4 MIN

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

#### Job Group Analysis

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

<table>
<thead>
<tr>
<th>EEO Cat</th>
<th>Job Code</th>
<th>Job Title</th>
<th>EMP</th>
<th>MALE</th>
<th>FEMALE</th>
<th>WHITE</th>
<th>MIN</th>
</tr>
</thead>
<tbody>
<tr>
<td>3</td>
<td>400</td>
<td>Analyst/Programmer 12 Mo</td>
<td>6</td>
<td>4</td>
<td>2</td>
<td>6</td>
<td>0</td>
</tr>
<tr>
<td>3</td>
<td>420</td>
<td>Info Tech Consultant 12 Mo</td>
<td>25</td>
<td>18</td>
<td>7</td>
<td>19</td>
<td>6</td>
</tr>
<tr>
<td>3</td>
<td>430</td>
<td>Network Analyst 12 Mo</td>
<td>4</td>
<td>2</td>
<td>2</td>
<td>4</td>
<td>0</td>
</tr>
<tr>
<td>3</td>
<td>410</td>
<td>Operating Sys Analyst 12 Mo</td>
<td>6</td>
<td>5</td>
<td>1</td>
<td>4</td>
<td>2</td>
</tr>
</tbody>
</table>

Total (#) 41  29  12  33  8

Total (%) 70.7  29.3  80.49  19.5

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

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

<table>
<thead>
<tr>
<th>EEO Cat</th>
<th>Job Code</th>
<th>Job Title</th>
<th>EMP</th>
<th>MALE</th>
<th>FEMALE</th>
<th>WHITE</th>
<th>MIN</th>
</tr>
</thead>
<tbody>
<tr>
<td>3</td>
<td>7888</td>
<td>Laboratory Assistant I</td>
<td>14</td>
<td>6</td>
<td>8</td>
<td>9</td>
<td>5</td>
</tr>
<tr>
<td>3</td>
<td>7879</td>
<td>Laboratory Assistant II</td>
<td>3</td>
<td>2</td>
<td>1</td>
<td>3</td>
<td>0</td>
</tr>
<tr>
<td>3</td>
<td>2338</td>
<td>Post-Doctoral Counselor Int/Fl</td>
<td>3</td>
<td>2</td>
<td>1</td>
<td>3</td>
<td>0</td>
</tr>
<tr>
<td>3</td>
<td>5683</td>
<td>Research Technician I</td>
<td>10</td>
<td>4</td>
<td>6</td>
<td>9</td>
<td>1</td>
</tr>
<tr>
<td>3</td>
<td>5681</td>
<td>Research Technician II</td>
<td>2</td>
<td>2</td>
<td>0</td>
<td>2</td>
<td>0</td>
</tr>
<tr>
<td>3</td>
<td>3071</td>
<td>SSP Academic Related I AY</td>
<td>3</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>0</td>
</tr>
<tr>
<td>3</td>
<td>3074</td>
<td>SSP Academic Related III 12 Mo</td>
<td>1</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Total (#)</td>
<td></td>
<td></td>
<td>36</td>
<td>18</td>
<td>18</td>
<td>30</td>
<td>6</td>
</tr>
<tr>
<td>Total (%)</td>
<td></td>
<td></td>
<td>50.0</td>
<td>50.0</td>
<td>83.33</td>
<td>16.7</td>
<td></td>
</tr>
</tbody>
</table>

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

**Job Group:** 3H - Teaching/Graduate Assistants

<table>
<thead>
<tr>
<th>EEO Code</th>
<th>Job Code</th>
<th>Job Title</th>
<th>EMP</th>
<th>MALE</th>
<th>FEMALE</th>
<th>WHITE</th>
<th>MIN</th>
</tr>
</thead>
<tbody>
<tr>
<td>6</td>
<td>2355</td>
<td>Graduate Assistant</td>
<td>5</td>
<td>3</td>
<td>2</td>
<td>4</td>
<td>1</td>
</tr>
<tr>
<td>6</td>
<td>2325</td>
<td>Graduate Assistant Monthly</td>
<td>7</td>
<td>2</td>
<td>5</td>
<td>6</td>
<td>1</td>
</tr>
<tr>
<td>8</td>
<td>1150</td>
<td>Instr Stdnt Asst</td>
<td>83</td>
<td>38</td>
<td>45</td>
<td>58</td>
<td>25</td>
</tr>
<tr>
<td>6</td>
<td>2354</td>
<td>Teaching Associate AY</td>
<td>17</td>
<td>3</td>
<td>14</td>
<td>10</td>
<td>7</td>
</tr>
</tbody>
</table>

**Total (#):** 112 46 66 78 34

**Total (%):** 41.1 58.9 69.64 30.4

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

#### Snapshot Date: 03/31/2014

**Job Group Analysis**

**Job Group:** 3I - Healthcare Practitioner & Tech

<table>
<thead>
<tr>
<th>EEO</th>
<th>Job Code</th>
<th>Job Title</th>
<th>EMP</th>
<th>MALE</th>
<th>FEMALE</th>
<th>WHITE</th>
<th>MIN</th>
</tr>
</thead>
<tbody>
<tr>
<td>9</td>
<td>8180</td>
<td>Athletic Trainer I 12 Mo</td>
<td>2</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>9</td>
<td>7926</td>
<td>Clinical Lab Scientist II</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>9</td>
<td>8190</td>
<td>Head Athletic Trainer 12 Mo</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>9</td>
<td>8166</td>
<td>Nurse Practitioner</td>
<td>3</td>
<td>1</td>
<td>2</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>9</td>
<td>7992</td>
<td>Pharmacist I</td>
<td>1</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>9</td>
<td>7737</td>
<td>Physician</td>
<td>4</td>
<td>2</td>
<td>2</td>
<td>4</td>
<td>0</td>
</tr>
<tr>
<td>9</td>
<td>7995</td>
<td>Radiologic Technologist I</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>9</td>
<td>8154</td>
<td>Registered Nurse II</td>
<td>2</td>
<td>0</td>
<td>2</td>
<td>2</td>
<td>0</td>
</tr>
</tbody>
</table>

**Total (#):** 15  5  10  12  3

**Total (%):** 33.3  66.7  80.00  20.0

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

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

<table>
<thead>
<tr>
<th>EEO</th>
<th>Job Code</th>
<th>Job Title</th>
<th>EMP</th>
<th>MALE</th>
<th>FEMALE</th>
<th>WHITE</th>
<th>MIN</th>
</tr>
</thead>
<tbody>
<tr>
<td>7</td>
<td>2896</td>
<td>Lead Library Assistant III</td>
<td>2</td>
<td>2</td>
<td>0</td>
<td>2</td>
<td>0</td>
</tr>
<tr>
<td>7</td>
<td>2891</td>
<td>Lead Library Assistant IV</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>7</td>
<td>2887</td>
<td>Library Services Spec II</td>
<td>6</td>
<td>2</td>
<td>4</td>
<td>3</td>
<td>3</td>
</tr>
<tr>
<td>7</td>
<td>2888</td>
<td>Library Services Spec III</td>
<td>5</td>
<td>2</td>
<td>3</td>
<td>5</td>
<td>0</td>
</tr>
</tbody>
</table>

| Total (#) | 14 | 6 | 8 | 11 | 3 |
| Total (%) | 42.9 | 57.1 | 78.57 | 21.4 |

(+) indicates this job title contains employees who are included from another facility.
<table>
<thead>
<tr>
<th>EEO Cat</th>
<th>Job Code</th>
<th>Job Title</th>
<th>EMP</th>
<th>MALE</th>
<th>FEMALE</th>
<th>WHITE</th>
<th>MIN</th>
</tr>
</thead>
<tbody>
<tr>
<td>7</td>
<td>2920</td>
<td>Librarian 12 Mo</td>
<td>9</td>
<td>0</td>
<td>9</td>
<td>9</td>
<td>0</td>
</tr>
</tbody>
</table>

Total (#) | 9 | 0 | 9 | 9 | 0 |
Total (%)  | 0.0 | 100.0 | 100.0 | 0.0 |

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

Job Group Analysis

Job Group: 3L - Librarian, Curators and Archivist - Archivist Curator Museum Techs

<table>
<thead>
<tr>
<th>EEO Cat</th>
<th>Job Code</th>
<th>Job Title</th>
<th>EMP</th>
<th>MALE</th>
<th>FEMALE</th>
<th>WHITE</th>
<th>MIN</th>
</tr>
</thead>
<tbody>
<tr>
<td>7</td>
<td>860</td>
<td>Visual Resource Spec 12 Mo</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>1</td>
<td>0</td>
</tr>
</tbody>
</table>

Total (#)  1  0  1  1  0
Total (%)  0.0 100.0 100.00 0.0

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

#### Job Group Analysis

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

<table>
<thead>
<tr>
<th>EEO Cat</th>
<th>Job Code</th>
<th>Job Title</th>
<th>EMP</th>
<th>MALE</th>
<th>FEMALE</th>
<th>WHITE</th>
<th>MIN</th>
</tr>
</thead>
<tbody>
<tr>
<td>8</td>
<td>1970</td>
<td>Early Childhood Master Teacher</td>
<td>5</td>
<td>0</td>
<td>5</td>
<td>4</td>
<td>1</td>
</tr>
<tr>
<td>8</td>
<td>5182</td>
<td>Extended Ed Specialist II</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>8</td>
<td>1577</td>
<td>Instructional Support Asst I</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>8</td>
<td>1615</td>
<td>Instructional Support Tech I</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>8</td>
<td>1617</td>
<td>Instructional Support Tech II</td>
<td>3</td>
<td>2</td>
<td>1</td>
<td>3</td>
<td>0</td>
</tr>
<tr>
<td>8</td>
<td>1619</td>
<td>Instructional Support Tech III</td>
<td>3</td>
<td>1</td>
<td>2</td>
<td>2</td>
<td>1</td>
</tr>
</tbody>
</table>

**Total:**

<table>
<thead>
<tr>
<th>EMP</th>
<th>MALE</th>
<th>FEMALE</th>
<th>WHITE</th>
<th>MIN</th>
</tr>
</thead>
<tbody>
<tr>
<td>14</td>
<td>3</td>
<td>11</td>
<td>11</td>
<td>3</td>
</tr>
</tbody>
</table>

**Total (%):**

<table>
<thead>
<tr>
<th>EMP</th>
<th>MALE</th>
<th>FEMALE</th>
<th>WHITE</th>
<th>MIN</th>
</tr>
</thead>
<tbody>
<tr>
<td>21.4</td>
<td>78.6</td>
<td>78.57</td>
<td>21.4</td>
<td></td>
</tr>
</tbody>
</table>

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

### Job Group Analysis

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

<table>
<thead>
<tr>
<th>EEO</th>
<th>Job Code</th>
<th>Job Title</th>
<th>EMP</th>
<th>MALE</th>
<th>FEMALE</th>
<th>WHITE</th>
<th>MIN</th>
</tr>
</thead>
<tbody>
<tr>
<td>4</td>
<td>3079</td>
<td>SSP I</td>
<td>8</td>
<td>0</td>
<td>8</td>
<td>7</td>
<td>1</td>
</tr>
<tr>
<td>4</td>
<td>3082</td>
<td>SSP II</td>
<td>22</td>
<td>1</td>
<td>21</td>
<td>11</td>
<td>11</td>
</tr>
<tr>
<td>4</td>
<td>3084</td>
<td>SSP III</td>
<td>28</td>
<td>8</td>
<td>20</td>
<td>13</td>
<td>15</td>
</tr>
<tr>
<td>4</td>
<td>3088</td>
<td>SSP III 10 Mo</td>
<td>4</td>
<td>1</td>
<td>3</td>
<td>3</td>
<td>1</td>
</tr>
<tr>
<td>4</td>
<td>3086</td>
<td>SSP IV</td>
<td>6</td>
<td>1</td>
<td>5</td>
<td>6</td>
<td>0</td>
</tr>
<tr>
<td>4</td>
<td>3089</td>
<td>SSP IV 10 Mo</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>1</td>
<td>0</td>
</tr>
</tbody>
</table>

**Total (#):** 69 | **Total (%):** 15.9 | 84.1 | 59.42 | 40.6 |

(*) indicates this job title contains employees who are included from another facility.
### Job Group Analysis

**Job Group**: 4A - Office and Administrative Support

<table>
<thead>
<tr>
<th>EEO</th>
<th>Job Code</th>
<th>Job Title</th>
<th>EMP</th>
<th>MALE</th>
<th>FEMALE</th>
<th>WHITE</th>
<th>MIN</th>
</tr>
</thead>
<tbody>
<tr>
<td>12</td>
<td>1031</td>
<td>Admin Support Assistant 11/12</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>12</td>
<td>1032</td>
<td>Admin Support Assistant 12 Mo</td>
<td>12</td>
<td>1</td>
<td>11</td>
<td>8</td>
<td>4</td>
</tr>
<tr>
<td>12</td>
<td>1035</td>
<td>Admin Support Coord 12 Mo</td>
<td>41</td>
<td>4</td>
<td>37</td>
<td>33</td>
<td>8</td>
</tr>
<tr>
<td>12</td>
<td>1170</td>
<td>Cnfdntl Office Support 12 Mo</td>
<td>11</td>
<td>1</td>
<td>10</td>
<td>9</td>
<td>2</td>
</tr>
<tr>
<td>12</td>
<td>1505</td>
<td>Mail Clerk</td>
<td>2</td>
<td>0</td>
<td>2</td>
<td>2</td>
<td>0</td>
</tr>
<tr>
<td>12</td>
<td>1101</td>
<td>Payroll Technician II</td>
<td>3</td>
<td>0</td>
<td>3</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>12</td>
<td>1102</td>
<td>Payroll Technician III</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>12</td>
<td>8800</td>
<td>Police Dispatcher 12 Mo</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>12</td>
<td>1148</td>
<td>Presidential Aide</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>12</td>
<td>1481</td>
<td>Reprographics Specialist II</td>
<td>1</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>12</td>
<td>1482</td>
<td>Reprographics Specialist III</td>
<td>1</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>0</td>
</tr>
</tbody>
</table>

**Total (#)**: 75 8 67 59 16
**Total (%)**: 10.7 89.3 78.67 21.3

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

## Job Group Analysis

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

<table>
<thead>
<tr>
<th>EEO</th>
<th>Job Code</th>
<th>Job Title</th>
<th>EMP</th>
<th>MALE</th>
<th>FEMALE</th>
<th>WHITE</th>
<th>MIN</th>
</tr>
</thead>
<tbody>
<tr>
<td>14</td>
<td>6366</td>
<td>Heavy Equip Operator/Bus Drive</td>
<td>2</td>
<td>2</td>
<td>0</td>
<td>0</td>
<td>2</td>
</tr>
<tr>
<td>14</td>
<td>6223</td>
<td>Laborer</td>
<td>7</td>
<td>6</td>
<td>1</td>
<td>4</td>
<td>3</td>
</tr>
<tr>
<td>14</td>
<td>6363</td>
<td>Light Auto Equipment Operator</td>
<td>1</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>0</td>
</tr>
</tbody>
</table>

**Total (#):** 10 9 1 5 5

**Total (%):** 90.0 10.0 50.00 50.0

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

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

<table>
<thead>
<tr>
<th>EEO Cat</th>
<th>Job Code</th>
<th>Job Title</th>
<th>EMP</th>
<th>MALE</th>
<th>FEMALE</th>
<th>WHITE</th>
<th>MIN</th>
</tr>
</thead>
<tbody>
<tr>
<td>14</td>
<td>6702</td>
<td>Building Service Engineer</td>
<td>10</td>
<td>10</td>
<td>0</td>
<td>7</td>
<td>3</td>
</tr>
<tr>
<td>14</td>
<td>6700</td>
<td>Sprvsng Building Svc Engnr</td>
<td>2</td>
<td>2</td>
<td>0</td>
<td>1</td>
<td>1</td>
</tr>
</tbody>
</table>

Total: 12 employees, 12 MALE, 0 FEMALE, 8 WHITE, 4 MIN

Total (%) MALE: 100.0, FEMALE: 0.0, WHITE: 66.67, MIN: 33.3

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

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

<table>
<thead>
<tr>
<th>EEO</th>
<th>Job Code</th>
<th>Job Title</th>
<th>EMP</th>
<th>MALE</th>
<th>FEMALE</th>
<th>WHITE</th>
<th>MIN</th>
</tr>
</thead>
<tbody>
<tr>
<td>13</td>
<td>6533</td>
<td>Electrician</td>
<td>5</td>
<td>5</td>
<td>0</td>
<td>4</td>
<td>1</td>
</tr>
<tr>
<td>13</td>
<td>6475</td>
<td>Lead Carpenter</td>
<td>1</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>13</td>
<td>6532</td>
<td>Lead Electrician</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>13</td>
<td>6548</td>
<td>Lead Plumber</td>
<td>1</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>13</td>
<td>6526</td>
<td>Painter</td>
<td>4</td>
<td>2</td>
<td>2</td>
<td>3</td>
<td>1</td>
</tr>
<tr>
<td>13</td>
<td>6549</td>
<td>Plumber</td>
<td>2</td>
<td>2</td>
<td>0</td>
<td>2</td>
<td>0</td>
</tr>
<tr>
<td>13</td>
<td>6587</td>
<td>Supervising Metal Worker</td>
<td>1</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>0</td>
</tr>
</tbody>
</table>

**Total (#):** 15  12  3  11  4

**Total (%):** 80.0  20.0  73.33  26.7

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

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

<table>
<thead>
<tr>
<th>EEO Cat</th>
<th>Job Code</th>
<th>Job Title</th>
<th>EMP</th>
<th>MALE</th>
<th>FEMALE</th>
<th>WHITE</th>
<th>MIN</th>
</tr>
</thead>
<tbody>
<tr>
<td>13</td>
<td>745</td>
<td>Gardening Specialist</td>
<td>12</td>
<td>12</td>
<td>0</td>
<td>8</td>
<td>4</td>
</tr>
<tr>
<td>13</td>
<td>703</td>
<td>Nursery Technician II</td>
<td>1</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>0</td>
</tr>
</tbody>
</table>

Total (#): 13

Total (%): 100.0

<table>
<thead>
<tr>
<th>EMP</th>
<th>MALE</th>
<th>FEMALE</th>
<th>WHITE</th>
<th>MIN</th>
</tr>
</thead>
<tbody>
<tr>
<td>13</td>
<td>13</td>
<td>0</td>
<td>9</td>
<td>4</td>
</tr>
</tbody>
</table>

Total (%): 69.23

Total (%): 30.8

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

### Job Group Analysis

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

<table>
<thead>
<tr>
<th>EEO</th>
<th>Job Code</th>
<th>Job Title</th>
<th>EMP</th>
<th>MALE</th>
<th>FEMALE</th>
<th>WHITE</th>
<th>MIN</th>
</tr>
</thead>
<tbody>
<tr>
<td>13</td>
<td>7000</td>
<td>Equip Maintenance Assistant</td>
<td>1</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>13</td>
<td>7024</td>
<td>Equip Tech III, Special Equip</td>
<td>1</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>13</td>
<td>6940</td>
<td>Facilities Maintenance Mech</td>
<td>7</td>
<td>7</td>
<td>0</td>
<td>6</td>
<td>1</td>
</tr>
<tr>
<td>13</td>
<td>6250</td>
<td>Facilities Worker I</td>
<td>1</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>13</td>
<td>6251</td>
<td>Facilities Worker II</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>13</td>
<td>6852</td>
<td>Lead Auto/Equip Mechanic</td>
<td>1</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>13</td>
<td>6643</td>
<td>Lead Locksmith</td>
<td>1</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>13</td>
<td>6642</td>
<td>Locksmith</td>
<td>1</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>13</td>
<td>6951</td>
<td>Piano Technician II</td>
<td>1</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>0</td>
</tr>
</tbody>
</table>

Total (#)  15  14  1  12  3
Total (%)  93.3  6.7  80.00  20.0

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

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

<table>
<thead>
<tr>
<th>EEO Cat</th>
<th>Job Code</th>
<th>Job Title</th>
<th>EMP</th>
<th>MALE</th>
<th>FEMALE</th>
<th>WHITE</th>
<th>MIN</th>
</tr>
</thead>
<tbody>
<tr>
<td>10</td>
<td>2010</td>
<td>Custodian</td>
<td>24</td>
<td>15</td>
<td>9</td>
<td>14</td>
<td>10</td>
</tr>
<tr>
<td>10</td>
<td>731</td>
<td>Groundworker</td>
<td>3</td>
<td>2</td>
<td>1</td>
<td>3</td>
<td>0</td>
</tr>
<tr>
<td>10</td>
<td>735</td>
<td>Irrigation Specialist</td>
<td>1</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>10</td>
<td>2015</td>
<td>Lead Custodian</td>
<td>4</td>
<td>2</td>
<td>2</td>
<td>1</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Total (#)</strong></td>
<td>32</td>
<td>20</td>
<td>12</td>
<td>19</td>
<td>13</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Total (%)</strong></td>
<td>62.5</td>
<td>37.5</td>
<td>59.38</td>
<td>40.6</td>
<td></td>
</tr>
</tbody>
</table>

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

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

<table>
<thead>
<tr>
<th>EEO</th>
<th>Job Code</th>
<th>Job Title</th>
<th>EMP</th>
<th>MALE</th>
<th>FEMALE</th>
<th>WHITE</th>
<th>MIN</th>
</tr>
</thead>
<tbody>
<tr>
<td>10</td>
<td>304</td>
<td>Cook I</td>
<td>11</td>
<td>5</td>
<td>6</td>
<td>7</td>
<td>4</td>
</tr>
<tr>
<td>10</td>
<td>305</td>
<td>Cook II</td>
<td>8</td>
<td>7</td>
<td>1</td>
<td>7</td>
<td>1</td>
</tr>
<tr>
<td>10</td>
<td>308</td>
<td>Food Service Worker I</td>
<td>6</td>
<td>2</td>
<td>4</td>
<td>2</td>
<td>4</td>
</tr>
<tr>
<td>10</td>
<td>310</td>
<td>Food Service Worker I Lead</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>10</td>
<td>309</td>
<td>Food Service Worker II</td>
<td>2</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>10</td>
<td>311</td>
<td>Food Service Worker II Lead</td>
<td>3</td>
<td>1</td>
<td>2</td>
<td>2</td>
<td>1</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>EMP</th>
<th>MALE</th>
<th>FEMALE</th>
<th>WHITE</th>
<th>MIN</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total (#)</td>
<td>31</td>
<td>16</td>
<td>15</td>
<td>19</td>
<td>12</td>
</tr>
<tr>
<td>Total (%)</td>
<td>51.6</td>
<td>48.4</td>
<td>61.29</td>
<td>38.7</td>
<td></td>
</tr>
</tbody>
</table>

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

**Job Group:** 6F - Service Occupations - Health Support

<table>
<thead>
<tr>
<th>EEO Cat</th>
<th>Job Code</th>
<th>Job Title</th>
<th>EMP</th>
<th>MALE</th>
<th>FEMALE</th>
<th>WHITE</th>
<th>MIN</th>
</tr>
</thead>
<tbody>
<tr>
<td>10</td>
<td>8148</td>
<td>Medical Assistant</td>
<td>2</td>
<td>0</td>
<td>2</td>
<td>2</td>
<td>0</td>
</tr>
</tbody>
</table>

Total (#) | 2 | 0 | 2 | 2 | 0
Total (%) | 0.0 | 100.0 | 100.0 | 0.0 |

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

**Job Group:** 6G - Service Occupations - Personal Care and Service

<table>
<thead>
<tr>
<th>EEO Cat</th>
<th>Job Code</th>
<th>Job Title</th>
<th>EMP</th>
<th>MALE</th>
<th>FEMALE</th>
<th>WHITE</th>
<th>MIN</th>
</tr>
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**Total (#):** 5, MALE: 2, FEMALE: 3, WHITE: 3, MIN: 2

**Total (%):** 40.0, 60.0, 60.00, 40.0

(*) indicates this job title contains employees who are included from another facility.
### Job Group Analysis

**Job Group:** 6H - Service Occupations - Protective Services

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<th>Job Code</th>
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**Total (#):** 10, **Total (%):** 70.0

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

### Snapshot Date: 03/31/2014

### Job Group Analysis Summary

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<th>W</th>
<th>AA</th>
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<th>A</th>
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### Job Group Analysis Summary

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**Excluded Areas:**

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### Excluded Areas:

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**Total:** 231  
1,385  
100.00
### Availability Analysis

**Job Group:** 1A - Management - Executive

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| Final Availability (%) | 100.0 | 63.9 | 25.9 |
# Availability Analysis

**Job Group:** 1B - Management

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**Job Group:** 2A - Faculty - Department Chair

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<td>7.3 3.0 Feeders</td>
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Final Availability (%) | 100.00 | 66.2 | 21.1 |
## Availability Analysis

**Job Group:** 2B - Faculty - Temporary

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## Availability Analysis

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

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| Final Availability (%) | 100.00 | 48.9 | 25.1 |
## Availability Analysis

**Job Group:** 2D - Faculty - Other

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| Final Availability (%) | 100.00 | 59.5 | 19.2 |
### Sonoma State University

#### Availability Analysis

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

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**Final Availability (%)**

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## Sonoma State University

### Availability Analysis

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

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**Final Availability (%)**

| Raw (%) | 100.0 | Weighted (%) | 77.0 | 28.8 |

**Snapshot Date:** 03/31/2014
### Availability Analysis

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

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| Final Availability (%) | 100.00 | 67.7 | 39.5 |
## Availability Analysis

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

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**Final Availability (%)** 100.00 73.9 35.3
## Availability Analysis

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

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**Final Availability (%)**

|                | 100.00 | 32.5    | 18.2    |
### Availability Analysis

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

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**Final Availability (%)**

|       | 100.00 | 32.1   | 30.6   |
## Availability Analysis

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

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| Final Availability (%) | 100.00 | 63.0  | 35.0  |
Sonoma State University

Availability Analysis

Job Group: 3H - Teaching/Graduate Assistants

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Employee: Sonoma, California - 93.93%; Marin, California - 6.07%
## Availability Analysis

**Job Group:** 3I - Healthcare Practitioner & Tech

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**Final Availability (%)**  
100.00  
60.5  
16.6
### Availability Analysis

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

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**Final Availability (%)**

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### Availability Analysis

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

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### Availability Analysis

**Job Group:** 3L - Librarian, Curators and Archivist - Archivist Curator Museum Techs

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### Sonoma State University

**Availability Analysis**

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

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**Final Availability (%)**

|                | 100.0 | 65.1 | 20.9 |
### Availability Analysis

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

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**Final Availability (%)**

100.00 | 67.5 | 19.2
## Availability Analysis

**Job Group:** 4A - Office and Administrative Support

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## Availability Analysis

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

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### Availability Analysis

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

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**Final Availability (%)** 100.00 1.7 27.9
# Availability Analysis

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

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<tr>
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</table>
| Local        | 3.3     | 26.1         | 80.00 | 2.6 | 20.9 | Employee: Sonoma, California - 93.93 %; Marin, California - 6.07 %
| Reasonable   | 2.3     | 57.8         | 10.00 | 0.2 | 5.8  | California |
| **Internal Factors** |         |              |                                             |
| Feeders      | 19.5    | 26.7         | 10.00 | 2.0 | 2.7  | Feeders |

**Final Availability (%)**

|       | 100.00 | 4.8     | 29.4      |
### Availability Analysis

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

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Sonoma State University
Availability Analysis

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

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Final Availability (%) 100.00  5.4  21.4
# Availability Analysis

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

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### Availability Analysis

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

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### Availability Analysis

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**Final Availability (%)**

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## Availability Analysis

**Job Group:** 6G - Service Occupations - Personal Care and Service

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| Final Availability (%) | 100.00 | 72.4 | 24.0 |
## Availability Analysis

**Job Group:**  6H - Service Occupations - Protective Services

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**Final Availability (%)**

|                    | 100.0   | 22.4   | 27.1   |
# Sonoma State University

## Internal Availability

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

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## Sonoma State University

### Internal Availability

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**Job Group:** 1B - Management

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Total: 100.00

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**Job Group:** 2A - Faculty - Department Chair

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### Sonoma State University

#### Internal Availability

**AAP:** Sonoma State University  
**Job Group:** 2B - Faculty - Temporary

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### Internal Availability

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

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### Sonoma State University

#### Internal Availability

**AAP:** Sonoma State University  
**Job Group:** 2D - Faculty - Other

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**Snapshot Date:** 03/31/2014
### Sonoma State University

#### Internal Availability

**AAP:** Sonoma State University  
**Job Group:** 3A - Business and Financial Operations - Financial Specialists

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**Note:** The table above presents the internal availability breakdown for Sonoma State University, categorized by department and role within the Business and Financial Operations - Financial Specialists job group. The data includes both raw and weighted percentages for each category, providing a comprehensive view of the distribution across different feeder plans.
## Sonoma State University

### Internal Availability

**AAP:** Sonoma State University  
**Job Group:** 3B - Business and Financial Operations - Business Specialists

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**Total:** 100.00

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## Sonoma State University

**Internal Availability**

**AAP:** Sonoma State University  
**Job Group:** 3C - Community Service, Legal, Arts - Arts, Design, Entertainments and Media

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### Sonoma State University

#### Internal Availability

**AAP:** Sonoma State University  
**Job Group:** 3D - Community Service, Legal, Arts - Community and Social Service

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### Internal Availability

**AAP:** Sonoma State University  
**Job Group:** 3E - Community Service, Legal, Arts - Sports

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# Sonoma State University

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

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## Sonoma State University

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**Job Group:** 3I - Healthcare Practitioner & Tech

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

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## Internal Availability

### Sonoma State University

**AAP:** Sonoma State University  
**Job Group:** 3K - Librarian, Curators and Archivist - Librarians

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## Sonoma State University

### Internal Availability

**AAP:** Sonoma State University  
**Job Group:** 3L - Librarian, Curators and Archivist - Archivist Curator Museum Techs

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## Sonoma State University

### Internal Availability

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

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## Sonoma State University

### Internal Availability

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

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**Job Group:** 4A - Office and Administrative Support

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## Internal Availability

**AAP:** Sonoma State University  
**Job Group:** 5A - Production, Transport, Material Moving - Production Occupation

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**AAP:** Sonoma State University  
**Job Group:** 5B - Production, Transport, Material Moving - Transportation and Material Moving

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## Sonoma State University

### Internal Availability

**AAP:** Sonoma State University  
**Job Group:** 6A - Natural Resources, Construction, Maintenance - Construction/Extraction

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

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## Internal Availability

**AAP:** Sonoma State University  
**Job Group:** 6C - Natural Resources, Construction, Maintenance - Install/Maintain/Repair

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# Sonoma State University

**Internal Availability**

**AAP:** Sonoma State University  
**Job Group:** 6D - Service Occupations - Building, Grounds, Cleaning and Maintenance

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**Snapshot Date:** 03/31/2014
### Internal Availability

**AAP:** Sonoma State University  
**Job Group:** 6E - Service Occupations - Food Preparation and Service Related

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**AAP:** Sonoma State University  
**Job Group:** 6F - Service Occupations - Health Support

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Snapshot Date: 03/31/2014
## Internal Availability

**AAP:** Sonoma State University  
**Job Group:** 6G - Service Occupations - Personal Care and Service

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**Total:** 100.00
### Internal Availability

**AAP:** Sonoma State University  
**Job Group:** 6H - Service Occupations - Protective Services

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## Comparison of Incumbency to Availability and Placement Goals

**Job Group:** 1A - Management - Executive  
**Test:** Whole Person  
**Total Employees:** 39

<table>
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</table>

Sonoma State University

Snapshot Date: 03/31/2014
## Comparison of Incumbency to Availability and Placement Goals

### Job Group:
1B - Management

### Test:
Whole Person

### Total Employees:
131

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</table>
## Sonoma State University

### Comparison of Incumbency to Availability and Placement Goals

**Job Group:** 2A - Faculty - Department Chair  
**Test:** Whole Person  
**Total Employees:** 2

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**Test:** Whole Person  
**Add'l Needed to Eliminate Problem Area (#):** YES  
**In Total:** 1  
**In MINORITY:** 0
Sonoma State University

Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 03/31/2014

Job Group: 2B - Faculty - Temporary
Test: Whole Person
Total Employees: 292

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### Comparison of Incumbency to Availability and Placement Goals

**Job Group:** 2C - Faculty - Tenure/Tenure-Track  
**Test:** Whole Person  
**Total Employees:** 229

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## Comparison of Incumbency to Availability and Placement Goals

**Job Group:** 2D - Faculty - Other  
**Test:** Whole Person  
**Total Employees:** 5

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**Sonoma State University**  
Snapshot Date: 03/31/2014
Sonoma State University

Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 03/31/2014

Test: Whole Person
Total Employees: 14

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### Comparison of Incumbency to Availability and Placement Goals

**Job Group:** 3B - Business and Financial Operations - Business Specialists  
**Test:** Whole Person  
**Total Employees:** 85

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## Comparison of Incumbency to Availability and Placement Goals

**Job Group:** 3C - Community Service, Legal, Arts - Arts, Design, Entertainments and Media  
**Test:** Whole Person  
**Total Employees:** 33

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

## Test:
Whole Person

## Total Employees:
3

### Comparison of Incumbency to Availability and Placement Goals

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</table>
### Sonoma State University
#### Comparison of Incumbency to Availability and Placement Goals

**Job Group:** 3E - Community Service, Legal, Arts - Sports  
**Test:** Whole Person  
**Total Employees:** 23

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**Note:**
- Test: Whole Person
- Addt'l Needed to Eliminate Problem Area: 0
Sonoma State University

Comparison of Incumbency to Availability and Placement Goals

**Job Group:** 3F - Computer, Engineering, and Science Occupations - Computer and Math  
**Test:** Whole Person  
**Total Employees:** 41

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Sonoma State University

Comparison of Incumbency to Availability and Placement Goals

Job Group: 3G - Computer, Engineering, and Science Occupations - Life, Physical and Social Science
Test: Whole Person
Total Employees: 36

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</table>
Comparison of Incumbency to Availability and Placement Goals

Job Group: 3H - Teaching/Graduate Assistants
Test: Whole Person
Total Employees: 112

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### Comparison of Incumbency to Availability and Placement Goals

**Job Group:** 3I - Healthcare Practitioner & Tech  
**Test:** Whole Person  
**Total Employees:** 15

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**Sonoma State University**  
**Snapshot Date:** 03/31/2014  
**Test:** 3I - Healthcare Practitioner & Tech  
**Job Group:** Whole Person  
**Total Employees:** 15
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# Sonoma State University

## Comparison of Incumbency to Availability and Placement Goals

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

### Test:
Whole Person

### Total Employees:
9

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### Test:
- Whole Person

### Additional Needed to Eliminate Problem Area (#):
- NO

### Additional Needed to Eliminate Problem Area (Yes):
- 1
### Comparison of Incumbency to Availability and Placement Goals

**Job Group:** 3L - Librarian, Curators and Archivist - Archivist Curator Museum Techs  
**Test:** Whole Person  
**Total Employees:** 1

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**Sonoma State University**  
Snapshot Date: 03/31/2014
## Comparison of Incumbency to Availability and Placement Goals

**Job Group:** 3M - Other Education, Training, and Library Occupations  
**Test:** Whole Person  
**Total Employees:** 14

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<td>Availability (%)</td>
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**Test:** Whole Person  
**Add'l Needed to Eliminate Problem Area (#)**  
- FEMALE: NO  
- MINORITY: NO  
- Total: 0  
- Add'l Needed to Eliminate Problem Area: 0
### Comparison of Incumbency to Availability and Placement Goals

**Job Group:** 3N - Community Service, Legal, Arts - Student Service Professional  
**Test:** Whole Person  
**Total Employees:** 69

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### Comparison of Incumbency to Availability and Placement Goals

**Job Group:** 4A - Office and Administrative Support  
**Test:** Whole Person  
**Total Employees:** 75

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</table>
### Sonoma State University

**Comparison of Incumbency to Availability and Placement Goals**

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

**Test:** Whole Person

**Total Employees:** 10

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**Sonoma State University**

**Comparison of Incumbency to Availability and Placement Goals**

**Job Group:** 5B - Production, Transport, Material Moving - Transportation and Material Moving  
**Test:** Whole Person  
**Total Employees:** 12

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**Test:** Whole Person  
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**Total**  
**NO**  
**NO**  
**0**

**Employees (#)**  
**0**  
**Employees (%)**  
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**Availability (%) Goal**  
**1.7**  
**Test:** Whole Person  
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Sonoma State University

Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 03/31/2014

Job Group: 6A - Natural Resources, Construction, Maintenance - Construction/Extraction
Test: Whole Person
Total Employees: 15

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Sonoma State University

Comparison of Incumbency to Availability and Placement Goals

Job Group: 6B - Natural Resources, Construction, Maintenance - Farming/Forestry
Test: Whole Person
Total Employees: 13

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Add'l Needed to Eliminate Problem Area (#) | YES | YES |
| Add'l Needed to Eliminate Problem Area (#) | 1   | 4    |
Sonoma State University

Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 03/31/2014

Job Group: 6C - Natural Resources, Construction, Maintenance - Install/Maintain/Repair
Test: Whole Person
Total Employees: 15

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## Sonoma State University

### Comparison of Incumbency to Availability and Placement Goals

**Job Group:** 6D - Service Occupations - Building, Grounds, Cleaning and Maintenance  
**Test:** Whole Person  
**Total Employees:** 32

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### Comparison of Incumbency to Availability and Placement Goals

**Job Group:** 6E - Service Occupations - Food Preparation and Service Related  
**Test:** Whole Person  
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## Sonoma State University

### Comparison of Incumbency to Availability and Placement Goals

**Job Group:** 6F - Service Occupations - Health Support  
**Test:** Whole Person  
**Total Employees:** 2

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**Sonoma State University**

**Comparison of Incumbency to Availability and Placement Goals**

**Job Group:** 6G - Service Occupations - Personal Care and Service  
**Test:** Whole Person  
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## Sonoma State University

Comparison of Incumbency to Availability and Placement Goals

**Job Group:** 6H - Service Occupations - Protective Services  
**Test:** Whole Person  
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Snapshot Date: 03/31/2014
## Personnel Transactions Summary

**Job Group:** 1A - Management - Executive  
**Transaction Dates:** 04/01/2013 To 03/31/2014  
**Snapshot Date:** 03/31/2014

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### Promotions From

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## Sonoma State University

### Personnel Transactions Summary

**Job Group:** 1B - Management  
**Transaction Dates:** 04/01/2013 To 03/31/2014

### Applicants

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### Personnel Transactions Summary

**Job Group:** 2A - Faculty - Department Chair  
**Transaction Dates:** 04/01/2013 To 03/31/2014

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## Sonoma State University

### Personnel Transactions Summary

**Job Group:** 2B - Faculty - Temporary

**Transaction Dates:** 04/01/2013 To 03/31/2014

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### Promotions Within

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### Personnel Transactions Summary

**Job Group:** 2C - Faculty - Tenure/Tenure-Track  
**Transaction Dates:** 04/01/2013 To 03/31/2014

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#### Promotions Within

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**Total Minority**
### Personnel Transactions Summary

**Job Group:** 2D - Faculty - Other  
**Transaction Dates:** 04/01/2013 To 03/31/2014

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# Personnel Transactions Summary

**Job Group:** 3A - Business and Financial Operations - Financial Specialists  
**Transaction Dates:** 04/01/2013 To 03/31/2014  
**Snapshot Date:** 03/31/2014

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## Promotions From, Into, Within

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## Personnel Transactions Summary

**Job Group:** 3B - Business and Financial Operations - Business Specialists  
**Transaction Dates:** 04/01/2013 To 03/31/2014

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### Promotions From

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### Personnel Transactions Summary

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

**Transaction Dates:** 04/01/2013 To 03/31/2014

#### Applicants

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**Total Minority**

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### Personnel Transactions Summary

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

**Transaction Dates:** 04/01/2013 To 03/31/2014

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## Sonoma State University

### Personnel Transactions Summary

**Job Group:** 3E - Community Service, Legal, Arts - Sports  
**Transaction Dates:** 04/01/2013 To 03/31/2014

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11
### Personnel Transactions Summary

**Job Group:** 3F - Computer, Engineering, and Science Occupations - Computer and Math  
**Transaction Dates:** 04/01/2013 To 03/31/2014  
**Snapshot Date:** 03/31/2014

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12
## Sonoma State University

### Personnel Transactions Summary

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

**Transaction Dates:** 04/01/2013 To 03/31/2014

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Note: The table above provides a summary of personnel transactions at Sonoma State University for the specified job group and transaction dates.
## Sonoma State University

**Personnel Transactions Summary**

**Job Group:** 3H - Teaching/Graduate Assistants

**Transaction Dates:** 04/01/2013 To 03/31/2014

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## Personnel Transactions Summary

### Transaction Dates: 04/01/2013 To 03/31/2014

**Job Group:** 3I - Healthcare Practitioner & Tech

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**Sonoma State University**

Snapshot Date: 03/31/2014
## Sonoma State University

### Personnel Transactions Summary

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

**Transaction Dates:** 04/01/2013 To 03/31/2014

### Applicants

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## Personnel Transactions Summary

**Job Group:** 3K - Librarian, Curators and Archivist - Librarians  
**Transaction Dates:** 04/01/2013 To 03/31/2014  
**Snapshot Date:** 03/31/2014

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### Personnel Transactions Summary

**Job Group:** 3L - Librarian, Curators and Archivist - Archivist Curator Museum Techs  
**Transaction Dates:** 04/01/2013 To 03/31/2014

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#### Terminations (I)

#### Terminations (V)

#### Promotions From

#### Promotions Into

#### Promotions Within

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**Job Group:** 3M - Other Education, Training, and Library Occupations  
**Transaction Dates:** 04/01/2013 To 03/31/2014

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**Job Group:** 3N - Community Service, Legal, Arts - Student Service Professional  
**Transaction Dates:** 04/01/2013 To 03/31/2014

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**Sonoma State University**

**Personnel Transactions Summary**

**Job Group:** 4A - Office and Administrative Support

**Transaction Dates:** 04/01/2013 To 03/31/2014

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## Personnel Transactions Summary

**Job Group:** 5A - Production, Transport, Material Moving - Production Occupation  
**Transaction Dates:** 04/01/2013 To 03/31/2014  
**Snapshot Date:** 03/31/2014

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### Personnel Transactions Summary

**Job Group:** 5B - Production, Transport, Material Moving - Transportation and Material Moving  
**Transaction Dates:** 04/01/2013 To 03/31/2014

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### Personnel Transactions Summary

**Job Group:** 6A - Natural Resources, Construction, Maintenance - Construction/Extraction  
**Transaction Dates:** 04/01/2013 To 03/31/2014  
**Snapshot Date:** 03/31/2014

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#### Promotions Into

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## Personnel Transactions Summary

**Job Group:** 6B - Natural Resources, Construction, Maintenance - Farming/Forestry  
**Transaction Dates:** 04/01/2013 To 03/31/2014

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25
### Personnel Transactions Summary

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

**Transaction Dates:** 04/01/2013 To 03/31/2014

### Applicants

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Sonoma State University

Personnel Transactions Summary

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

**Transaction Dates:** 04/01/2013 To 03/31/2014

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## Personnel Transactions Summary

**Job Group:** 6E - Service Occupations - Food Preparation and Service Related  
**Transaction Dates:** 04/01/2013 To 03/31/2014

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**Sonoma State University**

**Personnel Transactions Summary**

**Job Group:** 6F - Service Occupations - Health Support

**Transaction Dates:** 04/01/2013 To 03/31/2014

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Sonoma State University

Personnel Transactions Summary

Transaction Dates: 04/01/2013 To 03/31/2014

| Job Group: 6G - Service Occupations - Personal Care and Service |

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## Personnel Transactions Summary

**Job Group:** 6H - Service Occupations - Protective Services

**Transaction Dates:** 04/01/2013 To 03/31/2014

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### Promotions Within

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