

**EXECUTIVE ORDER 11246 AFFIRMATIVE ACTION PLAN (AAP)**

**for**

**CSU BAKERSFIELD  
9001 Stockdale Hwy  
Bakersfield, CA 93311-1099  
661-664-2266**

**January 1, 2022 through December 31, 2022**

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**PART I: AAP FOR MINORITIES AND WOMEN**

**PART II: AAP FOR PROTECTED VETERANS  
AND INDIVIDUALS WITH DISABILITIES**

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This AAP contains confidential information which is subject to the provisions of 18 U.S.C. 1905. Chrysler Corp. v. Brown, 441 U.S. 281, 19 FEP 475 (1979).

Copies of this AAP and all related appendices, documents, and support data are made available on loan to the U.S. Government upon the request of said Government on the condition that the Government hold them totally confidential and not release copies to any persons whatsoever. This AAP and all its supporting documents contain much confidential information which may reveal, directly or indirectly, CSU BAKERSFIELD's plans for business or geographical expansion or contraction. CSU BAKERSFIELD considers this AAP to be exempt from disclosure, reproduction, and distribution under the Freedom of Information Act upon the grounds, among others, that such material constitutes (1) personnel files, the disclosure of which would constitute a clearly unwarranted invasion of personal privacy, which are exempt from disclosure under 5 U.S.C. 552(b)(6); (2) confidential, commercial, or financial information, which is exempt from disclosure under 5 U.S.C. 552(b)(4); (3) investigatory records compiled for law enforcement purposes, the production of which would constitute an unwarranted invasion of personal privacy, which are exempt from disclosure under 5 U.S.C. 552(b)(7)(C); and (4) matters specifically exempted from disclosure by statute, which are exempt from disclosure under 5 U.S.C. 552(b)(3). Notice is hereby given of a request pursuant to Title 41 Code of Federal Regulations, Part 60-60.4(d) that portions of this AAP be kept confidential.

CSU BAKERSFIELD wishes to make it clear that it does not consent to the release of any information whatsoever contained in this AAP under the Freedom of Information Act or otherwise. If the U.S. Government, or any agency or subdivision thereof, is considering breaching the conditions under which this AAP was loaned to such Government, or is considering a request for release of this AAP under the Freedom of Information Act, a request is hereby made that the Government immediately notify the President of CSU BAKERSFIELD of any and all Freedom of Information Act requests received by the Government or any other contemplated release of this AAP by the Government which relates to information obtained by the Government from the Company. We further request that everyone who has any contact with this AAP or its supporting data treat such information as totally confidential and that such information not be released to any person whatsoever. Retention or disclosure of information relating to identifiable individuals may also violate the Privacy Act of 1974.

**CSU BAKERSFIELD AAP**

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## **INTRODUCTION TO PARTS I AND II**

### **BACKGROUND**

CSU BAKERSFIELD is a four-year public institution of higher education. CSU Bakersfield opened in 1969 as the 19<sup>th</sup> campus in what is now a 23-campus system. CSU Bakersfield has four Schools: Arts and Humanities, Business & Public Administration, Natural Sciences Mathematics & Engineering, and Social Sciences & Education.

The Affirmative Action Plan is for CSU Bakersfield.

CSU BAKERSFIELD 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 CSU BAKERSFIELD 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 Company 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 company's outreach efforts to determine the effectiveness of such efforts in closing the hiring and/or utilization gaps. It is toward this end that the following AAP of CSU BAKERSFIELD was developed.

### **APPLICABLE AFFIRMATIVE ACTION LAWS AND REGULATIONS**

CSU BAKERSFIELD'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).

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

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 CSU BAKERSFIELD 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 CSU BAKERSFIELD will use the terms in total good faith in connection with its AAP, such use does not necessarily signify that the Company agrees that these terms are properly applied to any particular factual situation and is not an admission of non-compliance with EEO laws, regulations, and objectives.

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 CSU BAKERSFIELD'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 CSU BAKERSFIELD 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 CSU BAKERSFIELD 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: November 1, 2021 through October 31, 2022
- Transaction period: November 1, 2020 through October 31, 2021

## 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 CSU BAKERSFIELD'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, CSU BAKERSFIELD 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 CSU BAKERSFIELD'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.

**CSU BAKERSFIELD**

**PART I: AFFIRMATIVE ACTION PLAN FOR MINORITIES AND WOMEN**

**FOR**

**November 1, 2021 through October 31, 2022**



**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**

CSU BAKERSFIELD conducted a workforce analysis to identify employees by gender and race/ethnicity in each job title. The data was collected from payroll records dated November 1, 2021.

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, CSU BAKERSFIELD 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 CSU BAKERSFIELD'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 a least one whole person can be established. No minimum size has been established for this purpose, however, since it is dependent not only on the size of the job group, but also on the size of the availability percentage and the number of minorities or women already employed in the job group.

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

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

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

Each job group appears on a Job Group Report with a job group name and number. The report lists each job title in the job group. For each job title, the worksheet provides the following information: EEO reporting category, job title, employee headcounts for each job title, and overall percentages by gender and race/ethnicity as of November 1, 2021.

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 CSU BAKERSFIELD 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 CSU BAKERSFIELD'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: A(n) "applicant" Zip Code Analysis was used to identify the most precise local labor area for CSU Bakersfield. The final local labor area met the following two (2) conditions: 1) it includes all counties/county sets where 5% or more of the applicants resided, and 2) when summed, those counties/county sets accounted for at least 78% of the total applicants within the at-issue workforce. Smaller contributing counties/county sets are removed (i.e., trimmed) unless they are necessary to reach 78%. Once trimmed, the weights for the remaining counties/county sets were proportionately increased to reach 100%.
  - B. Reasonable labor area. National-100%

See the *Zip Code Analysis* report for the counties included in the local labor area.

Note: Zip code analysis results only apply to job groups where populated census data is available.

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

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

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

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

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

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

Once final availability estimates were made for each job group, CSU BAKERSFIELD compared the percentage of incumbents in each job group to their corresponding availability. A comparison was made between the percentage employed as of November 1, 2021 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

CSU BAKERSFIELD 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 CSU BAKERSFIELD hire a specified number of minorities or women.

A goal is a guidepost against which CSU BAKERSFIELD, a community group, or a compliance agency can measure progress in remedying identified deficiencies in CSU BAKERSFIELD's workforce. By setting realistic goals, CSU BAKERSFIELD 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)**

As part of its efforts to ensure equal employment opportunity to all individuals, CSU BAKERSFIELD has designated specific responsibilities to various staff to ensure the AAP focuses on all components of the employment system. To that end, the President, the Associate Vice President (AVP) for Human Resources and Administrative Services, Vice Provost, and the Chief Diversity Officer & Special Assistant to the President, and those employed as supervisors and managers have undertaken the responsibilities described below.

#### President

The primary responsibility and accountability for implementing the AAP rests with President Lynnette Zelezny. This person is responsible, through the Chief Diversity Officer & Special Assistant to the President, for adherence to CSU BAKERSFIELD's policy of equal employment opportunity and affirmative action. This role includes, but is not limited to, the following duties:

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

#### Chief Diversity Officer & Special Assistant to the President

As the Chief Diversity Officer & Special Assistant to the President, Claudia Catota is responsible for overall supervision of the AAP. The Chief Diversity Officer & Special Assistant to the President ensures, through the department managers and supervisors, that all relevant policies and procedures are adhered to. Successful implementation of this program is a basis for evaluating the Chief Diversity Officer & Special Assistant to the President's effective work performance. The Chief Diversity Officer & Special Assistant to the President's responsibilities include, but are not limited to, the following:

1. Ensure that CSU BAKERSFIELD adheres to the stated policy of equal employment opportunity, and monitor the application of equal employment opportunity policies.
2. Ensure that the AAP is reviewed and updated annually in accordance with CSU Bakersfield's stated policy.

3. Participate in periodic discussions with management, supervision, and all other employed personnel to ensure AAP and equal employment opportunity policies are being followed.
4. Conduct periodic audits of: 1) training programs and hiring and promotion patterns to remove impediments to the attainment of AAP goals and objectives, 2) facilities to ensure they are maintained for the use and benefit of all employees and integrated both in policy and practice, and 3) sponsored educational, training, recreational, and social activities to ensure that all employees are encouraged to participate in accordance with policies on non-discrimination.
5. Ensure that all new employees receive a special orientation to CSU BAKERSFIELD's equal employment opportunity policy and are thoroughly informed with regard to the AAP and its objectives.
6. Periodically analyze applicant flow to determine the mix of persons applying for employment by race/ethnic origin and gender.
7. Provide direction to CSU BAKERSFIELD's employees, as necessary, to carry out all actions required to meet the Company's equal employment opportunity and affirmative action commitments.
8. Review, report on, and update CSU BAKERSFIELD's AAP at least on an annual basis in accordance with stated policy.
9. Responsible for the design and effective implementation of the AAP at all establishments.
10. Develop, implement, and maintain audit and reporting systems to measure effectiveness of equal employment opportunity programs, including those that will indicate the need for remedial action and determine the degree to which goals and objectives have been obtained.
11. Advise management in the modification and development of CSU BAKERSFIELD's policies to ensure the enhancement of equal employment opportunity for all employees and potential employees within existing equal employment opportunity guidelines.
12. Conduct periodic audits to ensure all required posters and those advertising CSU BAKERSFIELD's equal employment opportunity policies and AAP are displayed and that CSU BAKERSFIELD's equal employment opportunity and AAP policies are being thoroughly communicated.
13. Assist in review and revision of all policies, procedures, and rules to ensure they are not in violation of federal or state laws and regulations.

AVP for Human Resources and Administrative Services and Associate Vice President for Faculty Affairs

The AVP for Human Resources and Administrative Services, Lori Blodorn, and Associate Vice President for Faculty Affairs, Dr. Deborah Boschini, are responsible for compliance with equal employment opportunity programs and effective implementation of the AAP in the recruitment and hiring of staff and/or faculty.

1. Review the qualifications of all employees to ensure equitable opportunity, based on job-related employment practices, is given to all for transfers and promotions.
2. Ensure that recruitment advertising is placed in minority and female-oriented publications, as applicable.
3. Review all job descriptions and specifications to ensure they are free of discriminatory provisions and artificial barriers. Ensure that all requirements are job-related, that they are realistic, and that they reflect the actual work requirements of the essential job duties.

Managers and Supervisors

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

1. Aggressively adhere to CSU BAKERSFIELD's equal employment opportunity and affirmative action policy.
  - A. Support and assist the AVP for Human Resources and Administrative Services, Associate Vice President for Faculty Affairs, and Chief Diversity Officer & Special Assistant to the President in developing, maintaining, and successfully implementing the AAP.
  - B. Complete progress reports regarding the status of goal achievement.
  - C. Take action to prevent harassment of employees placed through affirmative action efforts.
2. Assign employees to significant jobs that might lead to greater personal growth and value, and counsel them with respect to what is needed for upward mobility within the employment structure.
3. Ensure that all interviews, offers of employment and/or wage commitments are consistent with CSU BAKERSFIELD's policy.

4. Implement the internal promotion and transfer of all employees under their supervision consistent with AAP goals and objectives.
5. Assist in identifying problem areas and provide needed information for establishing and meeting department affirmative action goals and objectives.

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

**Terminology**

*The phrases “comparison of incumbency to availability,” and “problem area” appearing in this chapter are terms CSU BAKERSFIELD 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 CSU BAKERSFIELD will use the terms in good faith in connection with its AAP, such use does not necessarily signify the company agrees that these terms are properly applied to any particular factual situation and is not an admission of non-compliance with EEO laws, regulations, and objectives. Whenever the term “goal” is used, it is expressly intended that it “should not be used to discriminate against any applicant or employee because of race, color, religion, gender, or national origin,” as stated in Title 41 Code of Federal Regulations, Part 60-2.16(e).*

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

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

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

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

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

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

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

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

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

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

CSU BAKERSFIELD tailors our action-oriented programs each year to ensure they are specific to the problem identified.

Action-Oriented Program:

The Action-Oriented Programs designed to address the underutilization of women and minorities are listed below. These Action-Oriented Programs will be carried-out throughout the AAP year. The Chief Diversity Officer & Special Assistant to the President, the AVP for Human Resources and Administrative Services, and Vice Provost, with the help of the managers, will be responsible in ensuring that the following are implemented.

**Recruitment:**

1. CSU BAKERSFIELD will continue to place advertisements on job opportunities through local job service offices. The local job service office will be notified concurrent with the placement of a newspaper ad.
2. For faculty recruitments, advertisements on job opportunities will be placed in HigherEdJobs.com, Chronicle.com, Latinos in Higher Education, Journal of Blacks in Higher Education, Diverse Education, and Women in Higher Education.
3. Due to the extensive technical education and experience required for some positions, CSU BAKERSFIELD will also continue to place job opportunity announcements on the university website and on social media when appropriate.
4. CSU BAKERSFIELD will continue to place an ad on the CSU Bakersfield website for campus recruiting.
5. Advertisements and newsletters will always carry the Equal Employment Opportunity clause.
6. Minority and female applicants will be considered for all positions for which they are qualified.
7. CSU BAKERSFIELD will participate in job fairs if there are sufficient numbers of opening to warrant participation.
8. CSU BAKERSFIELD will continue to publish recruiting brochures where minority and female members of the workforce are included, as well as in other company literature.

**Job Specifications/Selection Process:**

1. Develop position descriptions that accurately reflect position functions, and are consistent for the same position from one location to another.
2. Develop job or worker specifications that contain academic, experience, and skill requirements that do not constitute inadvertent discrimination. Develop specifications that are free from bias with regard to age, race, color, religion, national origin, disability or veteran status.
3. Approved position specifications and worker specifications will be made available to all members of management involved in the recruiting, screening, selection, and promotion process. Copies may also be made available to recruiting sources.
4. CSU BAKERSFIELD will continue to use only worker specifications that include job-related criteria.
5. CSU BAKERSFIELD will continue to carefully select and counsel all personnel involved in the recruiting, screening, selection, promotion, disciplinary, and related processes to eliminate bias in all personnel actions.

**Job Advancement:**

1. Minority and female employees can be made available for participation in Career Days, Youth Motivation Programs, and related activities in the community or on campus, as desired.
2. CSU BAKERSFIELD will continue to post or announce job opportunities. CSU BAKERSFIELD's Job Posting Policy System requires postings of all positions up to the Senior Management level.
3. CSU BAKERSFIELD will continue to make use of the inventory of our current employee skills, when completed, to determine academic, skill, and experience level of individual employees.
4. Establish, whenever feasible, formal career counseling programs to include attitude Development, education, aid, job rotation, buddy system, and similar program.
5. Review seniority practices to ensure such practices are non-discriminatory and do not have discriminatory effect.
6. All employees are actively encouraged to participate in facilities and university-sponsored social and recreational activities.
7. CSU BAKERSFIELD will continue to use our formal employee evaluation program. The performance Appraisal is used for annual reviews for all employees.



8. Employees can choose training courses through CSU Learn and include them in their career development plan.

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

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

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

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

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

The CSU BAKERSFIELD auditing and reporting system periodically measures the effectiveness of its total affirmative action program. The AVP for Human Resources and Administrative Services and Associate Vice President for Faculty Affairs, in their respective areas:

1. Monitor records of all personnel activity, including referrals, placements, transfers, promotions, terminations, and compensation, at all levels to ensure the nondiscriminatory policy is carried out;
2. Require internal reporting on a scheduled basis as to the degree to which equal employment opportunity and organizational objectives are attained;
3. Review report results with all levels of management; and
4. Advise top management of program effectiveness and submit recommendations to improve unsatisfactory performance.

**CSU BAKERSFIELD**

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

**FOR**

**November 1, 2021 through October 31, 2022**

## **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 CSU BAKERSFIELD and my personal commitment that equal employment opportunity be provided in the employment and advancement for all persons regardless of race, religion, color, national origin, sex, sexual orientation, gender identity, age, status as a protected veteran or individual with a disability at all levels of employment, including the executive level. CSU BAKERSFIELD does not and will not discriminate against any applicant or employee regardless of race, religion, color, national origin, sex, sexual orientation, gender identity, 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, CSU BAKERSFIELD is committed to a policy of 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 shall be made on the basis of an individual's capacity to perform a particular job and the feasibility of any necessary job accommodation. CSU BAKERSFIELD 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, sexual orientation, gender identity, age, status as a protected veteran or an individual with disability. CSU BAKERSFIELD's EEO policy and affirmative action obligations include the full support from President, Lynnette Zelezny.

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

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

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(Signature)

Lynnette Zelezny, Ph.D., M.B.A  
President

PrintDate

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

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

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

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

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

The University'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)**

CSU BAKERSFIELD will make every effort to provide reasonable accommodations to physical and mental limitations of applicants and employees with disabilities or who are disabled veterans unless it can demonstrate that the accommodations would impose an undue hardship on the operation of business. Such reasonable accommodations are implemented in the University's electronic and/or online application systems. The university ensures that qualified applicants and employees with disabilities, who are unable to fully utilize the system, are provided equal opportunities to apply and be considered for all jobs. CSU BAKERSFIELD 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:

Lori Blodorn  
AVP for Human Resources and Administrative Services  
(661) 654-3206  
lblodorn@csub.edu

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

CSU BAKERSFIELD has implemented a set of procedures to ensure that its employees with disabilities and protected veterans are not harassed due to those conditions. A copy of the California State University (CSU) Systemwide *Policy* Prohibiting Discrimination, Harassment, Retaliation, Sexual Misconduct, Dating and Domestic Violence, and Stalking against Employees and Third Parties and Systemwide *Procedure* for Addressing Such Complaints by Employees and Third Parties is available at: <https://calstate.policystat.com/policy/10958797/latest/>

The CSU Systemwide policy, which includes a section prohibiting harassment of individuals with disabilities or protected veterans is available for distribution to prospective, new and existing employees.

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

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

- 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 University's affirmative action policy for protected veterans and individuals with disabilities.
- 6) Send written notification of the University's affirmative action policy to all subcontractors, vendors, and suppliers requesting appropriate action on their part. This includes their obligation to annually file their EEO Reporting form and VETS4212 form and, for employers with 50 or more employees and contracts of \$50,000 or more, their obligation to develop a written affirmative action plan.
- 7) 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 Company's selection process, and recruiting literature. Arrange for referral of applicants, follow up with sources, and feedback on disposition of applicants.
- 8) Participate in veterans "job fairs" and work study programs with Veterans' Administration rehabilitation facilities and schools which specialize in training or educating protected veterans.
- 9) CSU BAKERSFIELD 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 gain positive support and understanding for the affirmative action program for protected veterans and individuals with disabilities CSU BAKERSFIELD will implement or continue to implement the following internal dissemination procedures, all of which are the responsibility of the Chief Diversity Officer & Special Assistant to the President. The following policies and procedures are designed to foster support and understanding from CSU BAKERSFIELD's executive staff, management, supervisors, and other employees in an effort to encourage all employees to take the necessary actions to aid CSU BAKERSFIELD in meeting its obligations.

- 1) Include the policy in the University's policy manual and other in-house publications.
- 2) Inform executive, management, and supervisory personnel the intent of the policy and individual responsibility for effective implementation, making clear the President's attitude.
- 3) Schedule training sessions and/or provide information for all employees involved in recruiting, selection, promotion, and other related employment issues for protected veterans and individuals with disabilities.
- 4) Post the policy on University bulletin boards, along with the University's harassment policy which includes protection from harassment on the basis of disability.
- 5) When employees are featured in employee handbooks or similar publications for employees, include employees with disabilities.

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

CSU BAKERSFIELD has developed and currently implements an audit and reporting system that addresses the following:

- 1) Measures the effectiveness of CSU BAKERSFIELD's overall affirmative action program and whether the company is in compliance with specific obligations.
- 2) Indicates the need for remedial action. Any corrective actions will be the responsibility of the AVP, Human Resources and Administrative Services and Vice Provost.
- 3) Measures the degree to which CSU BAKERSFIELD's objectives are being met.
- 4) Whether there are any undue hurdles for individuals with disabilities and protected veterans regarding company sponsored educational, training, recreational, and social activities. This will also include, but not limited, to the review of the on-line and electronic application system to determine their accessibility and ensuring that procedures to request for accommodations are prominently displayed and that individuals with disabilities can readily obtain the needed accommodation.

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

As part of its efforts to ensure equal employment opportunity to protected veterans and individuals with disabilities, CSU BAKERSFIELD has designated specific responsibilities to various staff to ensure the AAP focuses on all components of the employment system. To that end, the President, AVP, Human Resources and Administrative Services, Vice Provost, Chief Diversity Officer & Special Assistant to the President, and those employed as supervisors and managers have undertaken the responsibilities described below.

President

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

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

Chief Diversity Officer & Special Assistant to the President

Chief Diversity Officer & Special Assistant to the President, Claudia Catota, is responsible for overall supervision of the AAP. The Chief Diversity Officer & Special Assistant to the President ensures, through department managers and supervisors, that all relevant policies and procedures are adhered to. Successful implementation of this program is a basis for evaluating the Chief Diversity Officer & Special Assistant to the President's effective work performance. The Chief Diversity Officer & Special Assistant to the President's responsibilities include, but are not limited to, the following:

- 1) Presenting all needed recommendations and procedural changes to Senior Management concerning EEO and affirmative action and ensuring that Senior Management is kept informed of the University compliance status.
- 2) Maintaining University-wide management support and cooperation for the University's AAP.

- 3) Collaborating with Senior Management on EEO and AAP issues.
- 4) Reviewing results of audit and reporting systems to assess the effectiveness of the University's AA programs and to direct corrective actions where necessary.
- 5) Ensuring that the AAP is updated annually for all establishments.
- 6) Providing guidance to managers and supervisors in taking proper action to prevent employees from being harassed in any way, through one-on-one contact, training, and disciplinary action.
- 7) Conducting periodic audits of: 1) training programs and hiring and promotion patterns to remove impediments to the attainment of AAP goals and objectives, and 2) the University's sponsored educational, training, recreational, and social activities to ensure that all employees are encouraged to participate in accordance with policies on non-discrimination. Determine whether known protected veterans and employees with disabilities have had the opportunity to participate in all University-sponsored educational, training, recreation and social activities.
- 8) Ensuring the University's VETS-4212 form is filed annually with the Veterans' Employment and Training Service (VETS).
- 9) Responsible for the design and effective implementation of the AAP at all establishments.
- 10) Developing, implementing, and maintaining audit and reporting systems to measure effectiveness of equal employment opportunity programs, including those that will
  - (a) Indicate need for remedial action.
  - (b) Determine degree to which goals and objectives have been obtained.
- 11) Advising management in the modification and development of the CSU Bakersfield's policies to ensure the enhancement of equal employment opportunity for all employees and potential employees within existing equal employment opportunity guidelines.
- 12) Identifying problem areas and establishing procedures, goals and objectives to solve these problems.
- 13) CSU BAKERSFIELD conducts periodic audits to ensure that all required posters and the equal employment opportunity policies and AAP are displayed properly. CSU BAKERSFIELD also conducts audits to ensure that the Invitation to Self-Identify (pre and post offer) for protected veterans and individuals with disabilities, the Company's equal employment opportunity, and AAP policies are being utilized appropriately and thoroughly communicated.

- 14) Serving as the liaison between CSU BAKERSFIELD and enforcement agencies.
- 15) Serving as the liaison between CSU BAKERSFIELD and organizations and community action groups for protected veterans and individuals with disabilities, in addition to ensuring that representatives are involved in community service programs of local organizations for protected veterans and individuals with disabilities.
- 16) Keeping management informed of the latest developments in the equal employment opportunity area.
- 17) Reviewing, reporting on, and updating the AAP annually in accordance with stated policy. Informing employees and applicants of significant changes.
- 18) Working closely with the AVP for Human Resources and Administrative Services and Associate Vice President for Faculty Affairs and department managers and supervisors in coordinating the effective implementation of all identified affirmative actions.
- 19) Assisting in review and revision of all policies, procedures, and rules to ensure they are not in violation of federal or state laws and regulations.
- 20) Responsible for ensuring overall the University's compliance with the AAP.
- 21) Providing direction to the University's employees, as necessary, to carry out all actions required to meet the University's equal employment opportunity and affirmative action commitments.
- 22) Developing policy statements, affirmative action programs, internal and external communication techniques.

AVP for Human Resources and Administrative Services and Associate Vice President for Faculty Affairs:

The AVP for Human Resources and Administrative Services, Kellie Garcia, and Associate Vice President for Faculty Affairs, Dr. Deborah Boschini, are responsible for compliance with equal employment opportunity programs and effective implementation of the AAP in the recruitment and hiring of staff and/or faculty.

- 1) Reviewing the qualifications of all employees to ensure equitable opportunity, based on job-related employment practices, is given to all for transfers and promotions.
- 2) Providing guidelines in the development, preparation, and implementation of career counseling programs for known protected veterans and employees with disabilities.
- 3) Reviewing all job descriptions and specifications to ensure they are free of discriminatory provisions and artificial barriers. Ensuring that all requirements are job-related, that they



are realistic, and that they reflect the actual work requirements of the essential job duties.

- 4) Assisting line management in arriving at solutions to problems.

#### Managers and Supervisors

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

- 1) Aggressively adhering to the University's equal employment opportunity policy.
- 2) Supporting and assisting the Chief Diversity Officer & Special Assistant to the President in developing, maintaining, and successfully implementing the AAP.
- 3) Taking action to prevent harassment of employees placed through affirmative action efforts.
- 4) Ensuring that all interviews, offers of employment and/or wage commitments are consistent with the University's policy.
- 5) Implementing the internal promotion and transfer of all employees under their supervision consistent with AAP goals and objectives.
- 6) Assisting in identifying problem areas and providing needed information for establishing and meeting department affirmative action goals and objectives.
- 7) Seeking and sharing information on feasible accommodations which have been or could be made for known disabilities.

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

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

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

CSU BAKERSFIELD has adopted the current national percentage of veterans in the civilian labor force of 5.6% as its hiring benchmark for protected veterans. CSU BAKERSFIELD will update its hiring benchmark as new data is published and updated via the OFCCP's website. The 5.6% hiring benchmark is applied to each job group within CSU BAKERSFIELD.

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

Goals and/or benchmarks do not require that CSU BAKERSFIELD 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 CSU BAKERSFIELD, a community group, or a compliance agency can measure progress in remedying identified deficiencies in CSU BAKERSFIELD's workforce.

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

# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: A&H Student Center

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3082 - 1	SSP II	3	2	Male	0	0	0	0	0	0	0	0
				Female	3	1	0	2	0	0	0	0
<b>Grand Total #</b>		<b>3</b>	<b>2</b>	Male #	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>66.7</b>	Male %	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				Female #	<b>3</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				Female%	<b>100.0</b>	<b>33.3</b>	<b>0.0</b>	<b>66.7</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

(+) 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.

# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

**Organizational Unit:** Academic Advnsng & Resource Ctr

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035 - 1	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3082 - 1	SSP II	4	4	Male	0	0	0	0	0	0	0	0
				Female	4	0	1	3	0	0	0	0
3084 - 1	SSP III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
<b>Grand Total #</b>		<b>6</b>	<b>6</b>	Male #	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>100.0</b>	Male %	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				Female #	<b>6</b>	<b>0</b>	<b>1</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				Female%	<b>100.0</b>	<b>0.0</b>	<b>16.7</b>	<b>83.3</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

**Organizational Unit:** Academic Operations and Supprt

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

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: Academic Programs

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035 - 1	Admin Support Coord 12 Mo	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
1034 - 1	Admin Support Coord 11/12	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1038 - 1	Admin Analyst/Splst 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3306 - 1	Administrator III	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3300 - 1	Administrator IV	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
<b>Grand Total #</b>		<b>6</b>	<b>4</b>	<b>Male #</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>66.7</b>	<b>Male %</b>	<b>16.7</b>	<b>0.0</b>	<b>0.0</b>	<b>16.7</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				<b>Female #</b>	<b>5</b>	<b>2</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>83.3</b>	<b>33.3</b>	<b>0.0</b>	<b>50.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: Academic Senate

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

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: Access to Success - Gen

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

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

**Organizational Unit:** Accounting & Reporting Svcs

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1762 - 1	Accountant I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
4555 - 1	Accountant II	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
4556 - 1	Accountant III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
3312 - 1	Administrator II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
<b>Grand Total #</b>		<b>5</b>	<b>3</b>	Male #	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>60.0</b>	Male %	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				Female #	<b>5</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
				Female%	<b>100.0</b>	<b>40.0</b>	<b>0.0</b>	<b>40.0</b>	<b>20.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: Advanced Education

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035 - 1	Admin Support Coord 12 Mo	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2358 - 2	Lecturer AY	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358 - 3	Lecturer AY	6	3	Male	2	2	0	0	0	0	0	0
				Female	4	1	3	0	0	0	0	0
2360 - 3	Instr Fac AY	4	1	Male	2	2	0	0	0	0	0	0
				Female	2	1	1	0	0	0	0	0
2360 - 4	Instr Fac AY	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2360 - 5	Instr Fac AY	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>14</b>	<b>6</b>	<b>Male #</b>	<b>6</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>42.9</b>	<b>Male %</b>	<b>42.9</b>	<b>35.7</b>	<b>0.0</b>	<b>0.0</b>	<b>7.1</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				<b>Female #</b>	<b>8</b>	<b>3</b>	<b>4</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>57.1</b>	<b>21.4</b>	<b>28.6</b>	<b>7.1</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: Alumni Engagement

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035 - 2	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
0800 - 2	Pub Affairs/Comm Spec 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3312 - 1	Administrator II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
<b>Grand Total #</b>		<b>3</b>	<b>1</b>	<b>Male #</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>33.3</b>	<b>Male %</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				<b>Female #</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>100.0</b>	<b>66.7</b>	<b>0.0</b>	<b>33.3</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

**Organizational Unit:** Annual Giving & Stewardship

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

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: Antelope Valley

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1032 - 1	Admin Support Assistant 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
1035 - 1	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3082 - 1	SSP II	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	1	1	0	0	0	0
8521 - 1	SSP II-NE	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
0420 - 1	Info Tech Consultant 12 Mo	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1035 - 2	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3086 - 1	SSP IV	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1038 - 2	Admin Analyst/Spclst 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2920 - 5	Librarian 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3300 - 1	Administrator IV	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
<b>Grand Total #</b>		<b>11</b>	<b>4</b>	<b>Male #</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>36.4</b>	<b>Male %</b>	<b>9.1</b>	<b>9.1</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				<b>Female #</b>	<b>10</b>	<b>6</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>90.9</b>	<b>54.5</b>	<b>18.2</b>	<b>18.2</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: Anthropology

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2358 - 2	Lecturer AY	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358 - 3	Lecturer AY	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2360 - 4	Instr Fac AY	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2360 - 5	Instr Fac AY	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>4</b>	<b>0</b>	<b>Male #</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>0.0</b>	<b>Male %</b>	<b>50.0</b>	<b>50.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				<b>Female #</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>50.0</b>	<b>50.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: Art

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2358 - 2	Lecturer AY	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1617 - 1	Instructional Support Tech II	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1035 - 1	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358 - 3	Lecturer AY	8	0	Male	5	5	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
1619 - 1	Instructional Support Tech III	1	1	Male	1	0	0	0	0	1	0	0
				Female	0	0	0	0	0	0	0	0
2360 - 3	Instr Fac AY	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
2358 - 4	Lecturer AY	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2360 - 4	Instr Fac AY	2	1	Male	1	0	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2482 - 5	Dept Chair AY	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2360 - 5	Instr Fac AY	3	0	Male	0	0	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
<b>Grand Total #</b>		<b>20</b>	<b>3</b>	<b>Male #</b>	<b>11</b>	<b>8</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>15.0</b>	<b>Male %</b>	<b>55.0</b>	<b>40.0</b>	<b>0.0</b>	<b>5.0</b>	<b>5.0</b>	<b>5.0</b>	<b>0.0</b>	<b>0.0</b>
				<b>Female #</b>	<b>9</b>	<b>9</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>45.0</b>	<b>45.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

**Organizational Unit:** Arts & Humanities Admin

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035 - 2	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1038 - 3	Admin Analyst/Splst 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3306 - 1	Administrator III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3300 - 1	Administrator IV	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>4</b>	<b>2</b>	<b>Male #</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>50.0</b>	<b>Male %</b>	<b>25.0</b>	<b>25.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				<b>Female #</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>75.0</b>	<b>25.0</b>	<b>0.0</b>	<b>50.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

**Organizational Unit:** Associated Students, Inc.

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035 - 1	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	1	0
3306 - 1	Administrator III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
<b>Grand Total #</b>		<b>2</b>	<b>1</b>	Male #	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>50.0</b>	Male %	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				Female #	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>
				Female%	<b>100.0</b>	<b>50.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>50.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: Athletics - Baseball

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
2382 - 0	Coaching Assistant 12 Mo	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
2376 - 0	Coach 12 Mo	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>2</b>	<b>0</b>	<b>Male #</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>Grand Total %</b>			<b>0.0</b>	<b>Male %</b>	<b>100.0</b>	<b>100.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	
				<b>Female #</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
				<b>Female%</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

**Organizational Unit:** Athletics - Women's Golf

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2379 - 0	Coaching Specialist 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
<b>Grand Total #</b>		1	1	Male #	0	0	0	0	0	0	0	0
<b>Grand Total %</b>			100.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	1	0	0	0	1	0	0	0
				Female%	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

**Organizational Unit:** Athletics-Academic Advising

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3079 - 2	SSP I	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	
3082 - 1	SSP II	2	1	Male	1	0	1	0	0	0	0	0
				Female	1	1	0	0	0	0	0	
3318 - 1	Administrator I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
<b>Grand Total #</b>		<b>4</b>	<b>3</b>	Male #	<b>2</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>75.0</b>	Male %	<b>50.0</b>	<b>0.0</b>	<b>25.0</b>	<b>25.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				Female #	<b>2</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				Female%	<b>50.0</b>	<b>25.0</b>	<b>0.0</b>	<b>25.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: Athletics-General

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2010 - 1	Custodian	2	2	Male	1	0	0	1	0	0	0	0
				Female	1	0	0	1	0	0	0	0
0800 - 1	Pub Affairs/Comm Spec 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
0800 - 2	Pub Affairs/Comm Spec 12 Mo	5	1	Male	5	4	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2382 - 0	Coaching Assistant 12 Mo	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2379 - 0	Coaching Specialist 12 Mo	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1038 - 2	Admin Analyst/Spclst 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1038 - 3	Admin Analyst/Spclst 12 Mo	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0800 - 3	Pub Affairs/Comm Spec 12 Mo	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3312 - 1	Administrator II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3306 - 1	Administrator III	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>16</b>	<b>5</b>	<b>Male #</b>	<b>12</b>	<b>9</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>31.3</b>	<b>Male %</b>	<b>75.0</b>	<b>56.3</b>	<b>6.3</b>	<b>12.5</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				<b>Female #</b>	<b>4</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>25.0</b>	<b>12.5</b>	<b>6.3</b>	<b>6.3</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

**Organizational Unit:** Athletics-Men's Basketball

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3079 - 2	SSP I	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2384 - 0	Coaching Assistant AY	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2379 - 0	Coaching Specialist 12 Mo	3	2	Male	3	1	2	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3300 - 1	Administrator IV	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>6</b>	<b>4</b>	<b>Male #</b>	<b>6</b>	<b>2</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>66.7</b>	<b>Male %</b>	<b>100.0</b>	<b>33.3</b>	<b>66.7</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				<b>Female #</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

**Organizational Unit:** Athletics-Men's Soccer

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2382 - 0	Coaching Assistant 12 Mo	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	
3312 - 1	Administrator II	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
<b>Grand Total #</b>		<b>2</b>	<b>1</b>	Male #	<b>2</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>50.0</b>	Male %	<b>100.0</b>	<b>50.0</b>	<b>0.0</b>	<b>50.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				Female #	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				Female%	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

**Organizational Unit:** Athletics-Men's Swimming

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2384 - 0	Coaching Assistant AY	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2378 - 0	Coach AY	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>2</b>	<b>0</b>	<b>Male #</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>0.0</b>	<b>Male %</b>	<b>100.0</b>	<b>100.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				<b>Female #</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

**Organizational Unit:** Athletics-Men's Track

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
2384 - 0	Coaching Assistant AY	2	1	Male	2	1	0	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0	0
2379 - 0	Coaching Specialist 12 Mo	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>3</b>	<b>1</b>	<b>Male #</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>
<b>Grand Total %</b>			<b>33.3</b>	<b>Male %</b>	<b>66.7</b>	<b>33.3</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>33.3</b>
				<b>Female #</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>33.3</b>	<b>33.3</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: Athletics-Softball

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2382 - 0	Coaching Assistant 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	1	0
2378 - 0	Coach AY	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
<b>Grand Total #</b>		<b>2</b>	<b>1</b>	<b>Male #</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>50.0</b>	<b>Male %</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				<b>Female #</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>
				<b>Female%</b>	<b>100.0</b>	<b>50.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>50.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

**Organizational Unit:** Athletics-Sports Medicine

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
8180 - 1	Athletic Trainer I 12 Mo	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1
8185 - 1	Athletic Trainer II 12 Mo	2	1	Male	1	0	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
<b>Grand Total #</b>		<b>4</b>	<b>2</b>	<b>Male #</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>50.0</b>	<b>Male %</b>	<b>50.0</b>	<b>25.0</b>	<b>0.0</b>	<b>25.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				<b>Female #</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>
				<b>Female%</b>	<b>50.0</b>	<b>25.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>25.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: Athletics-Volleyball

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2384 - 0	Coaching Assistant AY	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	
2376 - 0	Coach 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
<b>Grand Total #</b>		<b>2</b>	<b>2</b>	<b>Male #</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>100.0</b>	<b>Male %</b>	<b>50.0</b>	<b>0.0</b>	<b>0.0</b>	<b>50.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				<b>Female #</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>50.0</b>	<b>0.0</b>	<b>0.0</b>	<b>50.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

**Organizational Unit:** Athletics-Women's Basketball

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2384 - 0	Coaching Assistant AY	3	2	Male	1	1	0	0	0	0	0	0
				Female	2	0	1	0	0	0	0	
2381 - 0	Coaching Specialist AY	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
3306 - 1	Administrator III	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
<b>Grand Total #</b>		<b>5</b>	<b>4</b>	<b>Male #</b>	<b>3</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>80.0</b>	<b>Male %</b>	<b>60.0</b>	<b>20.0</b>	<b>40.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				<b>Female #</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>
				<b>Female%</b>	<b>40.0</b>	<b>0.0</b>	<b>20.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>20.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

**Organizational Unit:** Athletics-Women's Soccer

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2382 - 0	Coaching Assistant 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2379 - 0	Coaching Specialist 12 Mo	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>2</b>	<b>1</b>	Male #	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>50.0</b>	Male %	<b>50.0</b>	<b>0.0</b>	<b>0.0</b>	<b>50.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				Female #	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				Female%	<b>50.0</b>	<b>50.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

**Organizational Unit:** Athletics-Women's Swimming

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2384 - 0	Coaching Assistant AY	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
<b>Grand Total #</b>		2	0	Male #	0	0	0	0	0	0	0	0
<b>Grand Total %</b>			0.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	2	2	0	0	0	0	0	0
				Female%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: Athletics-Wrestling

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2382 - 0	Coaching Assistant 12 Mo	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2379 - 0	Coaching Specialist 12 Mo	1	1	Male	1	0	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>3</b>	<b>1</b>	Male #	<b>3</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>
<b>Grand Total %</b>			<b>33.3</b>	Male %	<b>100.0</b>	<b>66.7</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>33.3</b>
				Female #	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				Female%	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: Auxiliary Services

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1741 - 1	Accounting Technician II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1762 - 1	Accountant I	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4556 - 1	Accountant III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3312 - 1	Administrator II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
<b>Grand Total #</b>		<b>4</b>	<b>3</b>	Male #	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>75.0</b>	Male %	<b>25.0</b>	<b>0.0</b>	<b>0.0</b>	<b>25.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				Female #	<b>3</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				Female%	<b>75.0</b>	<b>25.0</b>	<b>0.0</b>	<b>50.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: AVP - ITS

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1032 - 1	Admin Support Assistant 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
1035 - 1	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1035 - 2	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1038 - 2	Admin Analyst/Spclst 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
0400 - 2	Analyst/Programmer 12 Mo	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3306 - 1	Administrator III	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>6</b>	<b>5</b>	<b>Male #</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>83.3</b>	<b>Male %</b>	<b>33.3</b>	<b>0.0</b>	<b>0.0</b>	<b>33.3</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				<b>Female #</b>	<b>4</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>66.7</b>	<b>16.7</b>	<b>33.3</b>	<b>16.7</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

**Organizational Unit:** AVP Enrollment Management

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035 - 2	Admin Support Coord 12 Mo	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	1	1	0	0	0	0
1176 - 2	Cnfdntl Admin Support 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3306 - 1	Administrator III	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>4</b>	<b>3</b>	Male #	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>75.0</b>	Male %	<b>25.0</b>	<b>0.0</b>	<b>25.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				Female #	<b>3</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				Female%	<b>75.0</b>	<b>25.0</b>	<b>25.0</b>	<b>25.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: Biology

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2354 - 1	Teaching Associate AY	2	2	Male	1	0	0	0	1	0	0	0
				Female	1	0	0	1	0	0	0	0
1615 - 1	Instructional Support Tech I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1035 - 1	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2358 - 2	Lecturer AY	6	3	Male	1	1	0	0	0	0	0	0
				Female	5	2	0	3	0	0	0	0
2358 - 3	Lecturer AY	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2358 - 4	Lecturer AY	3	0	Male	1	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2360 - 3	Instr Fac AY	5	0	Male	3	3	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2360 - 4	Instr Fac AY	4	0	Male	1	1	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
2360 - 5	Instr Fac AY	4	0	Male	2	2	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2482 - 5	Dept Chair AY	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>28</b>	<b>7</b>	<b>Male #</b>	<b>11</b>	<b>10</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>25.0</b>	<b>Male %</b>	<b>39.3</b>	<b>35.7</b>	<b>0.0</b>	<b>0.0</b>	<b>3.6</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				<b>Female #</b>	<b>17</b>	<b>11</b>	<b>0</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>60.7</b>	<b>39.3</b>	<b>0.0</b>	<b>21.4</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: BPA - Advising

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3082 - 1	SSP II	3	3	Male	1	0	0	1	0	0	0	0
				Female	2	0	0	2	0	0	0	0
3084 - 1	SSP III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
<b>Grand Total #</b>		<b>4</b>	<b>4</b>	<b>Male #</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>100.0</b>	<b>Male %</b>	<b>25.0</b>	<b>0.0</b>	<b>0.0</b>	<b>25.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				<b>Female #</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>75.0</b>	<b>0.0</b>	<b>0.0</b>	<b>75.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: BPA Administration Staff

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035 - 2	Admin Support Coord 12 Mo	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
3306 - 1	Administrator III	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	
3300 - 1	Administrator IV	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
<b>Grand Total #</b>		<b>3</b>	<b>1</b>	Male #	<b>3</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>33.3</b>	Male %	<b>100.0</b>	<b>66.7</b>	<b>0.0</b>	<b>0.0</b>	<b>33.3</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				Female #	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				Female%	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

**Organizational Unit:** Budget & User Support Services

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
4556 - 1	Accountant III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3312 - 1	Administrator II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
<b>Grand Total #</b>		<b>2</b>	<b>1</b>	Male #	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>50.0</b>	Male %	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				Female #	<b>2</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				Female%	<b>100.0</b>	<b>50.0</b>	<b>0.0</b>	<b>50.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

**Organizational Unit:** Business Services

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1741 - 1	Accounting Technician II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3306 - 1	Administrator III	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>2</b>	<b>1</b>	Male #	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>50.0</b>	Male %	<b>50.0</b>	<b>0.0</b>	<b>0.0</b>	<b>50.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				Female #	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				Female%	<b>50.0</b>	<b>50.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: Campus Programming

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
3079 - 2	SSP I	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
<b>Grand Total #</b>		1	0	Male #	0	0	0	0	0	0	0	0	
<b>Grand Total %</b>			0.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	1	1	0	0	0	0	0	0	
				Female%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: Campus Support Services

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1502 - 1	Shipping And Receivng Ast I	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	
1504 - 1	Mail Services Supervisor I	1	0	Male	1	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	
1549 - 1	Property Clerk II	1	0	Male	1	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	
<b>Grand Total #</b>		<b>3</b>	<b>1</b>	<b>Male #</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>Grand Total %</b>			<b>33.3</b>	<b>Male %</b>	<b>100.0</b>	<b>66.7</b>	<b>0.0</b>	<b>33.3</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	
				<b>Female #</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
				<b>Female%</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: Campus Training

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
0420 - 2	Info Tech Consultant 12 Mo	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
<b>Grand Total #</b>		1	0	Male #	1	1	0	0	0	0	0	0
<b>Grand Total %</b>			0.0	Male %	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	0	0	0	0	0	0	0	0
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: Chemistry

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035 - 1	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358 - 2	Lecturer AY	3	0	Male	1	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
1615 - 1	Instructional Support Tech I	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358 - 3	Lecturer AY	6	0	Male	4	4	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2360 - 3	Instr Fac AY	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
2360 - 4	Instr Fac AY	2	2	Male	1	0	0	0	1	0	0	0
				Female	1	0	0	1	0	0	0	0
2482 - 4	Dept Chair AY	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2360 - 5	Instr Fac AY	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>17</b>	<b>3</b>	<b>Male #</b>	<b>9</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>17.6</b>	<b>Male %</b>	<b>52.9</b>	<b>41.2</b>	<b>0.0</b>	<b>0.0</b>	<b>11.8</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				<b>Female #</b>	<b>8</b>	<b>7</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>47.1</b>	<b>41.2</b>	<b>0.0</b>	<b>5.9</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

**Organizational Unit:** Child, Adolesc, Family Studies

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1033 - 1	Admin Support Coord 10/12	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2358 - 2	Lecturer AY	7	5	Male	1	0	0	0	0	1	0	0
				Female	6	2	1	2	0	0	0	1
2358 - 3	Lecturer AY	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	1	1	0	0	0
2360 - 3	Instr Fac AY	4	4	Male	2	0	0	1	1	0	0	0
				Female	2	0	0	0	2	0	0	0
<b>Grand Total #</b>		<b>14</b>	<b>12</b>	Male #	<b>3</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>85.7</b>	Male %	<b>21.4</b>	<b>0.0</b>	<b>0.0</b>	<b>7.1</b>	<b>7.1</b>	<b>7.1</b>	<b>0.0</b>	<b>0.0</b>
				Female #	<b>11</b>	<b>2</b>	<b>1</b>	<b>4</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>1</b>
				Female%	<b>78.6</b>	<b>14.3</b>	<b>7.1</b>	<b>28.6</b>	<b>21.4</b>	<b>0.0</b>	<b>0.0</b>	<b>7.1</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: Client Services

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
0420 - 1	Info Tech Consultant 12 Mo	2	1	Male	2	1	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0		
0420 - 2	Info Tech Consultant 12 Mo	7	1	Male	7	6	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0		
3318 - 1	Administrator I	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
<b>Grand Total #</b>		<b>10</b>	<b>2</b>	<b>Male #</b>	<b>9</b>	<b>7</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>Grand Total %</b>			<b>20.0</b>	<b>Male %</b>	<b>90.0</b>	<b>70.0</b>	<b>0.0</b>	<b>10.0</b>	<b>10.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	
				<b>Female #</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
				<b>Female%</b>	<b>10.0</b>	<b>10.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: Communications

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035 - 1	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2358 - 2	Lecturer AY	12	7	Male	3	3	0	0	0	0	0	0
				Female	9	2	2	4	1	0	0	0
2360 - 3	Instr Fac AY	3	2	Male	2	1	0	0	1	0	0	0
				Female	1	0	0	0	1	0	0	0
2358 - 4	Lecturer AY	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
2360 - 4	Instr Fac AY	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2360 - 5	Instr Fac AY	2	2	Male	1	0	1	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
<b>Grand Total #</b>		<b>22</b>	<b>13</b>	<b>Male #</b>	<b>6</b>	<b>4</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>59.1</b>	<b>Male %</b>	<b>27.3</b>	<b>18.2</b>	<b>4.5</b>	<b>0.0</b>	<b>4.5</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				<b>Female #</b>	<b>16</b>	<b>5</b>	<b>3</b>	<b>6</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>72.7</b>	<b>22.7</b>	<b>13.6</b>	<b>27.3</b>	<b>9.1</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

**Organizational Unit:** Comp & Elec Eng/Comp Sci

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035 - 1	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2358 - 2	Lecturer AY	5	2	Male	4	2	0	1	1	0	0	0
				Female	1	1	0	0	0	0	0	0
2358 - 3	Lecturer AY	2	1	Male	2	1	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
7012 - 1	Equip Tech II, Electro-Mechnl	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
2360 - 3	Instr Fac AY	8	2	Male	6	5	0	0	1	0	0	0
				Female	2	1	0	0	1	0	0	0
0410 - 2	Operating Sys Analyst 12 Mo	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2360 - 4	Instr Fac AY	2	2	Male	2	0	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	0
2360 - 5	Instr Fac AY	2	1	Male	1	0	0	0	1	0	0	0
				Female	1	1	0	0	0	0	0	0
<b>Grand Total #</b>		<b>22</b>	<b>11</b>	<b>Male #</b>	<b>17</b>	<b>8</b>	<b>0</b>	<b>2</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>50.0</b>	<b>Male %</b>	<b>77.3</b>	<b>36.4</b>	<b>0.0</b>	<b>9.1</b>	<b>31.8</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				<b>Female #</b>	<b>5</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>22.7</b>	<b>13.6</b>	<b>0.0</b>	<b>4.5</b>	<b>4.5</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: Conferences & Events

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
0800 - 2	Pub Affairs/Comm Spec 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3312 - 1	Administrator II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
<b>Grand Total #</b>		<b>2</b>	<b>1</b>	<b>Male #</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>50.0</b>	<b>Male %</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				<b>Female #</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>100.0</b>	<b>50.0</b>	<b>0.0</b>	<b>50.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: Controller

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035 - 2	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3306 - 1	Administrator III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
<b>Grand Total #</b>		<b>2</b>	<b>2</b>	<b>Male #</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>100.0</b>	<b>Male %</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				<b>Female #</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>100.0</b>	<b>0.0</b>	<b>50.0</b>	<b>50.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: Counseling

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035 - 1	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
3071 - 0	SSP Academic Related I AY	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3073 - 0	SSP Academic Related II AY	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3075 - 0	SSP Academic Related III AY	3	1	Male	1	1	0	0	0	0	0	0
				Female	2	1	1	0	0	0	0	0
7750 - 8	PHYSICIAN - SPECIALTY SERVICES	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>7</b>	<b>3</b>	<b>Male #</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>42.9</b>	<b>Male %</b>	<b>28.6</b>	<b>28.6</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				<b>Female #</b>	<b>5</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>
				<b>Female%</b>	<b>71.4</b>	<b>28.6</b>	<b>28.6</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>14.3</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: Criminal Justice

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1034 - 1	Admin Support Coord 11/12	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358 - 2	Lecturer AY	13	7	Male	9	4	2	0	3	0	0	0
				Female	4	2	0	2	0	0	0	0
2358 - 3	Lecturer AY	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2360 - 3	Instr Fac AY	3	0	Male	0	0	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
2360 - 4	Instr Fac AY	3	1	Male	3	2	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2360 - 5	Instr Fac AY	3	2	Male	2	0	0	0	2	0	0	0
				Female	1	1	0	0	0	0	0	0
<b>Grand Total #</b>		<b>24</b>	<b>10</b>	<b>Male #</b>	<b>14</b>	<b>6</b>	<b>2</b>	<b>1</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>41.7</b>	<b>Male %</b>	<b>58.3</b>	<b>25.0</b>	<b>8.3</b>	<b>4.2</b>	<b>20.8</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				<b>Female #</b>	<b>10</b>	<b>8</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>41.7</b>	<b>33.3</b>	<b>0.0</b>	<b>8.3</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

**Organizational Unit:** Ctr for Comm Engment/Career Ed

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1032 - 2	Admin Support Assistant 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1033 - 1	Admin Support Coord 10/12	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3081 - 8	SSP II 10 Mo	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
3312 - 1	Administrator II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
3306 - 1	Administrator III	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>6</b>	<b>5</b>	<b>Male #</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>83.3</b>	<b>Male %</b>	<b>16.7</b>	<b>0.0</b>	<b>16.7</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				<b>Female #</b>	<b>5</b>	<b>1</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>83.3</b>	<b>16.7</b>	<b>16.7</b>	<b>50.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

**Organizational Unit:** Dean, University Libraries

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2887 - 1	Library Services Spec II	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	
2888 - 1	Library Services Spec III	7	6	Male	2	0	0	1	1	0	0	0
				Female	5	1	0	4	0	0	0	0
1035 - 1	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2889 - 1	Library Services Spec IV	3	2	Male	0	0	0	0	0	0	0	0
				Female	3	1	0	2	0	0	0	0
2920 - 2	Librarian 12 Mo	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1038 - 2	Admin Analyst/Spclst 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2920 - 3	Librarian 12 Mo	4	1	Male	1	1	0	0	0	0	0	0
				Female	3	2	0	1	0	0	0	0
2920 - 4	Librarian 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2481 - 4	DEPARTMENT CHAIR - 12 MONTH	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3312 - 1	Administrator II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
2920 - 5	Librarian 12 Mo	3	1	Male	1	1	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0
0410 - 3	Operating Sys Analyst 12 Mo	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3300 - 1	Administrator IV	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: Dean, University Libraries

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
	<b>Grand Total #</b>	27	14	<b>Male #</b>	8	4	0	3	1	0	0	0
	<b>Grand Total %</b>		51.9	<b>Male %</b>	29.6	14.8	0.0	11.1	3.7	0.0	0.0	0.0
				<b>Female #</b>	19	9	2	7	1	0	0	0
				<b>Female%</b>	70.4	33.3	7.4	25.9	3.7	0.0	0.0	0.0

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: Development

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1032 - 2	Admin Support Assistant 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
1038 - 3	Admin Analyst/Splclst 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3312 - 1	Administrator II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3306 - 1	Administrator III	1	1	Male	1	0	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>4</b>	<b>2</b>	<b>Male #</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>
<b>Grand Total %</b>			<b>50.0</b>	<b>Male %</b>	<b>25.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>25.0</b>
				<b>Female #</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>75.0</b>	<b>50.0</b>	<b>25.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

**Organizational Unit:** Director of Academic Affairs

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1032 - 2	Admin Support Assistant 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1170 - 2	Cnfdntl Office Support 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1176 - 2	Cnfdntl Admin Support 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	1	0
3300 - 1	Administrator IV	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
<b>Grand Total #</b>		<b>4</b>	<b>2</b>	Male #	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>50.0</b>	Male %	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				Female #	<b>4</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>
				Female%	<b>100.0</b>	<b>50.0</b>	<b>0.0</b>	<b>25.0</b>	<b>0.0</b>	<b>0.0</b>	<b>25.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: Disability Services

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1032 - 1	Admin Support Assistant 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3082 - 1	SSP II	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3084 - 1	SSP III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3312 - 1	Administrator II	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3086 - 1	SSP IV	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
7170 - 1	Interpreter I	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3087 - 0	SSP IV AY	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>8</b>	<b>4</b>	Male #	<b>4</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>50.0</b>	Male %	<b>50.0</b>	<b>25.0</b>	<b>0.0</b>	<b>12.5</b>	<b>12.5</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				Female #	<b>4</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				Female%	<b>50.0</b>	<b>25.0</b>	<b>0.0</b>	<b>25.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: Doctorate in Education

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2358 - 3	Lecturer AY	3	1	Male	3	2	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	
<b>Grand Total #</b>		<b>3</b>	<b>1</b>	<b>Male #</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>33.3</b>	<b>Male %</b>	<b>100.0</b>	<b>66.7</b>	<b>0.0</b>	<b>33.3</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				<b>Female #</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: Economics

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035 - 2	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358 - 2	Lecturer AY	4	1	Male	3	2	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2360 - 3	Instr Fac AY	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358 - 4	Lecturer AY	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2359 - 3	LECTURER - 12 MONTH	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2360 - 4	Instr Fac AY	2	1	Male	2	1	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2482 - 5	Dept Chair AY	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
2360 - 5	Instr Fac AY	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
<b>Grand Total #</b>		<b>14</b>	<b>5</b>	<b>Male #</b>	<b>10</b>	<b>6</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>35.7</b>	<b>Male %</b>	<b>71.4</b>	<b>42.9</b>	<b>7.1</b>	<b>14.3</b>	<b>7.1</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				<b>Female #</b>	<b>4</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>28.6</b>	<b>21.4</b>	<b>0.0</b>	<b>0.0</b>	<b>7.1</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

**Organizational Unit:** Educational Opportunity Pgm

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
1032 - 2	Admin Support Assistant 12 Mo	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
3082 - 1	SSP II	2	1	Male	2	1	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
3086 - 1	SSP IV	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
<b>Grand Total #</b>		<b>4</b>	<b>1</b>	Male #	<b>3</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>Grand Total %</b>			<b>25.0</b>	Male %	<b>75.0</b>	<b>50.0</b>	<b>0.0</b>	<b>25.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	
				Female #	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
				Female%	<b>25.0</b>	<b>25.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: EE-American Language Institute

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

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

**Organizational Unit:** Eng. & Energy Mgmt

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
6699 - 1	Air Cond/Refrig Mechanic	3	0	Male	3	3	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6700 - 1	Sprvsng Building Svc Engr	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>4</b>	<b>0</b>	<b>Male #</b>	<b>4</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>0.0</b>	<b>Male %</b>	<b>100.0</b>	<b>100.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				<b>Female #</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: English

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2354 - 1	Teaching Associate AY	4	2	Male	1	1	0	0	0	0	0	0
				Female	3	1	0	2	0	0	0	0
1035 - 1	Admin Support Coord 12 Mo	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
2358 - 2	Lecturer AY	27	9	Male	7	5	0	2	0	0	0	0
				Female	20	13	0	2	1	1	0	3
2358 - 3	Lecturer AY	8	0	Male	3	3	0	0	0	0	0	0
				Female	5	5	0	0	0	0	0	0
2360 - 3	Instr Fac AY	2	2	Male	1	0	0	0	1	0	0	0
				Female	1	0	0	1	0	0	0	0
2358 - 4	Lecturer AY	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2360 - 5	Instr Fac AY	8	1	Male	4	4	0	0	0	0	0	0
				Female	4	3	0	1	0	0	0	0
2482 - 5	Dept Chair AY	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>54</b>	<b>15</b>	<b>Male #</b>	<b>17</b>	<b>14</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>27.8</b>	<b>Male %</b>	<b>31.5</b>	<b>25.9</b>	<b>0.0</b>	<b>3.7</b>	<b>1.9</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				<b>Female #</b>	<b>37</b>	<b>25</b>	<b>0</b>	<b>7</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>3</b>
				<b>Female%</b>	<b>68.5</b>	<b>46.3</b>	<b>0.0</b>	<b>13.0</b>	<b>1.9</b>	<b>1.9</b>	<b>0.0</b>	<b>5.6</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: Enrollment Services

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1032 - 2	Admin Support Assistant 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	
3079 - 2	SSP I	1	1	Male	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	
3082 - 1	SSP II	10	7	Male	0	0	0	0	0	0	0	
				Female	10	3	0	5	2	0	0	
1038 - 2	Admin Analyst/Spclst 12 Mo	1	1	Male	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	
1035 - 2	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	
3086 - 1	SSP IV	2	2	Male	0	0	0	0	0	0	0	
				Female	2	0	2	0	0	0	0	
3306 - 1	Administrator III	1	0	Male	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	
<b>Grand Total #</b>		<b>17</b>	<b>11</b>	<b>Male #</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>Grand Total %</b>			<b>64.7</b>	<b>Male %</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	
				<b>Female #</b>	<b>17</b>	<b>6</b>	<b>2</b>	<b>7</b>	<b>2</b>	<b>0</b>	<b>0</b>	
				<b>Female%</b>	<b>100.0</b>	<b>35.3</b>	<b>11.8</b>	<b>41.2</b>	<b>11.8</b>	<b>0.0</b>	<b>0.0</b>	

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: Enrollment Systems

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1032 - 2	Admin Support Assistant 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2635 - 1	Stdnt Pers Tech,Financial Aids	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1038 - 2	Admin Analyst/Splst 12 Mo	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3086 - 1	SSP IV	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3312 - 1	Administrator II	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>5</b>	<b>4</b>	<b>Male #</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>80.0</b>	<b>Male %</b>	<b>40.0</b>	<b>0.0</b>	<b>20.0</b>	<b>20.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				<b>Female #</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>60.0</b>	<b>20.0</b>	<b>0.0</b>	<b>40.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

**Organizational Unit:** Enrollment-Special Populations

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3082 - 1	SSP II	2	2	Male	1	0	1	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3086 - 1	SSP IV	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
3306 - 1	Administrator III	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	
<b>Grand Total #</b>		<b>4</b>	<b>4</b>	Male #	<b>3</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>100.0</b>	Male %	<b>75.0</b>	<b>0.0</b>	<b>50.0</b>	<b>0.0</b>	<b>25.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				Female #	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				Female%	<b>25.0</b>	<b>0.0</b>	<b>0.0</b>	<b>25.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: Enterprise Applications

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
0400 - 2	Analyst/Programmer 12 Mo	6	2	Male	3	3	0	0	0	0	0	0
				Female	3	1	0	1	1	0	0	
0400 - 3	Analyst/Programmer 12 Mo	1	0	Male	1	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	
3312 - 1	Administrator II	1	1	Male	1	0	0	0	1	0	0	
				Female	0	0	0	0	0	0	0	
<b>Grand Total #</b>		<b>8</b>	<b>3</b>	Male #	<b>5</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	
<b>Grand Total %</b>			<b>37.5</b>	Male %	<b>62.5</b>	<b>50.0</b>	<b>0.0</b>	<b>0.0</b>	<b>12.5</b>	<b>0.0</b>	<b>0.0</b>	
				Female #	<b>3</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	
				Female%	<b>37.5</b>	<b>12.5</b>	<b>0.0</b>	<b>12.5</b>	<b>12.5</b>	<b>0.0</b>	<b>0.0</b>	

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

**Organizational Unit:** Environmental Sustainability

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

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

**Organizational Unit:** Equity Inclusion & Compliance

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

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: Ethnic Studies

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
2358 - 3	Lecturer AY	1	1	Male	1	0	0	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>1</b>	<b>1</b>	Male #	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>
<b>Grand Total %</b>			<b>100.0</b>	Male %	<b>100.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>100.0</b>
				Female #	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				Female%	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

**Organizational Unit:** Extended University -Marketing

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

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

**Organizational Unit:** Extended University Exec. Mgmt

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1032 - 2	Admin Support Assistant 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1035 - 1	Admin Support Coord 12 Mo	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
1038 - 3	Admin Analyst/Splst 12 Mo	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0
3300 - 1	Administrator IV	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>6</b>	<b>2</b>	<b>Male #</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>33.3</b>	<b>Male %</b>	<b>16.7</b>	<b>16.7</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				<b>Female #</b>	<b>5</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>83.3</b>	<b>50.0</b>	<b>0.0</b>	<b>16.7</b>	<b>16.7</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: Extension Non-Credit

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

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

**Organizational Unit:** Facilities Mgmt - Custodial

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2010 - 1	Custodian	13	12	Male	9	1	1	7	0	0	0	0
				Female	4	0	0	4	0	0	0	0
2015 - 1	Lead Custodian	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3318 - 1	Administrator I	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>15</b>	<b>13</b>	<b>Male #</b>	<b>11</b>	<b>2</b>	<b>1</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>86.7</b>	<b>Male %</b>	<b>73.3</b>	<b>13.3</b>	<b>6.7</b>	<b>53.3</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				<b>Female #</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>26.7</b>	<b>0.0</b>	<b>0.0</b>	<b>26.7</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

**Organizational Unit:** Facilities Mgmt-Roads&Grounds

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
0731 - 1	Groundswoker	11	11	Male	11	0	0	10	0	0	1	0
				Female	0	0	0	0	0	0	0	
0735 - 1	Irrigation Specialist	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	
0745 - 1	Gardening Specialist	2	2	Male	2	0	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	
0726 - 1	Lead Groundswoker	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
<b>Grand Total #</b>		<b>15</b>	<b>14</b>	<b>Male #</b>	<b>15</b>	<b>1</b>	<b>0</b>	<b>13</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>
<b>Grand Total %</b>			<b>93.3</b>	<b>Male %</b>	<b>100.0</b>	<b>6.7</b>	<b>0.0</b>	<b>86.7</b>	<b>0.0</b>	<b>0.0</b>	<b>6.7</b>	<b>0.0</b>
				<b>Female #</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

**Organizational Unit:** Facilities Mgmt-Vehicle Ops

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
6852 - 1	Lead Auto/Equip Mechanic	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
<b>Grand Total #</b>		1	1	Male #	1	0	1	0	0	0	0	0
<b>Grand Total %</b>			100.0	Male %	100.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0
				Female #	0	0	0	0	0	0	0	0
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

**Organizational Unit:** Faculty Teaching&Learning Ctr

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1034 - 1	Admin Support Coord 11/12	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
0420 - 2	Info Tech Consultant 12 Mo	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>3</b>	<b>0</b>	Male #	<b>2</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>0.0</b>	Male %	<b>66.7</b>	<b>66.7</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				Female #	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				Female%	<b>33.3</b>	<b>33.3</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: Finance/Accounting

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035 - 1	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2358 - 2	Lecturer AY	5	1	Male	4	3	1	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358 - 5	Lecturer AY	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2360 - 3	Instr Fac AY	2	2	Male	1	0	0	1	0	0	0	0
				Female	1	0	0	0	1	0	0	0
2360 - 5	Instr Fac AY	4	2	Male	3	2	0	0	1	0	0	0
				Female	1	0	0	0	1	0	0	0
2482 - 4	Dept Chair AY	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
2360 - 4	Instr Fac AY	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>15</b>	<b>8</b>	<b>Male #</b>	<b>10</b>	<b>6</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>53.3</b>	<b>Male %</b>	<b>66.7</b>	<b>40.0</b>	<b>6.7</b>	<b>6.7</b>	<b>13.3</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				<b>Female #</b>	<b>5</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>33.3</b>	<b>6.7</b>	<b>0.0</b>	<b>6.7</b>	<b>20.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: Financial Aid & Scholarships

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3079 - 2	SSP I	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	
3082 - 1	SSP II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3084 - 1	SSP III	4	2	Male	0	0	0	0	0	0	0	0
				Female	4	2	0	2	0	0	0	0
3086 - 1	SSP IV	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	1	0	0	0	0	0
3318 - 1	Administrator I	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3306 - 1	Administrator III	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>11</b>	<b>5</b>	<b>Male #</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>45.5</b>	<b>Male %</b>	<b>18.2</b>	<b>9.1</b>	<b>0.0</b>	<b>9.1</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				<b>Female #</b>	<b>9</b>	<b>5</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>81.8</b>	<b>45.5</b>	<b>9.1</b>	<b>27.3</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: FM-Facilities Operations

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038 - 2	Admin Analyst/Splst 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
6251 - 1	Facilities Worker II	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1038 - 1	Admin Analyst/Splst 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
6940 - 1	Facilities Maintenance Mech	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6533 - 1	Electrician	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6525 - 1	Lead Painter	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6643 - 1	Lead Locksmith	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6548 - 1	Lead Plumber	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6265 - 1	FACILITIES PROJECT SUPERVISOR	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6532 - 1	Lead Electrician	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3312 - 1	Administrator II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
<b>Grand Total #</b>		<b>12</b>	<b>4</b>	<b>Male #</b>	<b>9</b>	<b>7</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>33.3</b>	<b>Male %</b>	<b>75.0</b>	<b>58.3</b>	<b>0.0</b>	<b>16.7</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				<b>Female #</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>25.0</b>	<b>8.3</b>	<b>8.3</b>	<b>8.3</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: FPDP

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038 - 2	Admin Analyst/Spclst 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3318 - 1	Administrator I	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3306 - 1	Administrator III	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>3</b>	<b>1</b>	<b>Male #</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>33.3</b>	<b>Male %</b>	<b>66.7</b>	<b>33.3</b>	<b>0.0</b>	<b>0.0</b>	<b>33.3</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				<b>Female #</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>33.3</b>	<b>33.3</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: Geological Sciences

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2354 - 1	Teaching Associate AY	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
1035 - 1	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358 - 2	Lecturer AY	9	2	Male	7	5	0	2	0	0	0	0
				Female	2	2	0	0	0	0	0	0
1617 - 8	Instructional Support Tech II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358 - 3	Lecturer AY	3	1	Male	3	2	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
2360 - 3	Instr Fac AY	4	2	Male	2	1	0	0	1	0	0	0
				Female	2	1	0	1	0	0	0	0
2360 - 4	Instr Fac AY	2	1	Male	2	1	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
2482 - 5	Dept Chair AY	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>23</b>	<b>7</b>	<b>Male #</b>	<b>15</b>	<b>10</b>	<b>0</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>30.4</b>	<b>Male %</b>	<b>65.2</b>	<b>43.5</b>	<b>0.0</b>	<b>8.7</b>	<b>13.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				<b>Female #</b>	<b>8</b>	<b>6</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>34.8</b>	<b>26.1</b>	<b>0.0</b>	<b>8.7</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: Grants & Contracts Admin

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

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: Grants\Research\Sponsored Prog

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
5683 - 1	Research Technician I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1035 - 1	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
5681 - 1	Research Technician II	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3084 - 1	SSP III	2	2	Male	1	0	0	1	0	0	0	0
				Female	1	0	0	1	0	0	0	0
5680 - 1	Research Technician III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8527 - 1	SSP IV-NE	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3312 - 1	Administrator II	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>8</b>	<b>5</b>	Male #	<b>4</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>62.5</b>	Male %	<b>50.0</b>	<b>25.0</b>	<b>0.0</b>	<b>25.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				Female #	<b>4</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
				Female%	<b>50.0</b>	<b>12.5</b>	<b>0.0</b>	<b>25.0</b>	<b>12.5</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: GRaSP Accounting & Reporting

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
4555 - 1	Accountant II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1740 - 1	Accounting Technician III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1038 - 2	Admin Analyst/Spclst 12 Mo	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
4556 - 1	Accountant III	2	2	Male	1	0	0	1	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1038 - 3	Admin Analyst/Spclst 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3312 - 1	Administrator II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
<b>Grand Total #</b>		<b>8</b>	<b>6</b>	<b>Male #</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>75.0</b>	<b>Male %</b>	<b>12.5</b>	<b>0.0</b>	<b>0.0</b>	<b>12.5</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				<b>Female #</b>	<b>7</b>	<b>2</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>87.5</b>	<b>25.0</b>	<b>0.0</b>	<b>62.5</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: Hardware & Events

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
0810 - 2	Media Prod Spec 12 Mo	2	1	Male	2	1	0	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0	0
0420 - 2	Info Tech Consultant 12 Mo	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
0440 - 2	Equip Systems Specialist 12 Mo	2	1	Male	2	1	0	0	0	1	0	0	
				Female	0	0	0	0	0	0	0	0	
0440 - 3	Equip Systems Specialist 12 Mo	1	1	Male	1	0	0	0	0	1	0	0	
				Female	0	0	0	0	0	0	0	0	
<b>Grand Total #</b>		<b>6</b>	<b>3</b>	Male #	<b>6</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>1</b>	
<b>Grand Total %</b>			<b>50.0</b>	Male %	<b>100.0</b>	<b>50.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>33.3</b>	<b>0.0</b>	<b>16.7</b>	
				Female #	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
				Female%	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: Health Center

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
8137 - 1	Clinical Assistant	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
1038 - 1	Admin Analyst/Splst 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
8148 - 1	Medical Assistant	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	1	1	0	0	0
1032 - 2	Admin Support Assistant 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8147 - 1	Health Educator	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8154 - 1	Registered Nurse II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
7926 - 1	Clinical Lab Scientist II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7992 - 1	Pharmacist I	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3300 - 1	Administrator IV	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7737 - 1	Physician-Primary Care	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
<b>Grand Total #</b>		<b>13</b>	<b>6</b>	<b>Male #</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>46.2</b>	<b>Male %</b>	<b>23.1</b>	<b>15.4</b>	<b>0.0</b>	<b>7.7</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				<b>Female #</b>	<b>10</b>	<b>5</b>	<b>0</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>76.9</b>	<b>38.5</b>	<b>0.0</b>	<b>23.1</b>	<b>15.4</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: History

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2360 - 4	Instr Fac AY	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1033 - 1	Admin Support Coord 10/12	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358 - 2	Lecturer AY	5	2	Male	0	0	0	0	0	0	0	0
				Female	5	3	0	2	0	0	0	0
2358 - 3	Lecturer AY	1	1	Male	1	0	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0
2360 - 3	Instr Fac AY	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
2360 - 5	Instr Fac AY	4	1	Male	1	1	0	0	0	0	0	0
				Female	3	2	0	1	0	0	0	0
<b>Grand Total #</b>		<b>15</b>	<b>5</b>	<b>Male #</b>	<b>4</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>
<b>Grand Total %</b>			<b>33.3</b>	<b>Male %</b>	<b>26.7</b>	<b>20.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>6.7</b>
				<b>Female #</b>	<b>11</b>	<b>7</b>	<b>0</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>73.3</b>	<b>46.7</b>	<b>0.0</b>	<b>20.0</b>	<b>6.7</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: Housing & Residential Life

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2010 - 1	Custodian	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2015 - 1	Lead Custodian	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
6250 - 1	Facilities Worker I	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3318 - 1	Administrator I	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	1	0	0	0	1
3312 - 1	Administrator II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
<b>Grand Total #</b>		<b>6</b>	<b>6</b>	<b>Male #</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>100.0</b>	<b>Male %</b>	<b>16.7</b>	<b>0.0</b>	<b>0.0</b>	<b>16.7</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				<b>Female #</b>	<b>5</b>	<b>0</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>
				<b>Female%</b>	<b>83.3</b>	<b>0.0</b>	<b>16.7</b>	<b>50.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>16.7</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: Human Resources

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035 - 1	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1176 - 2	Cnfdntl Admin Support 12 Mo	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	0	1	0	0	0	0
1038 - 1	Admin Analyst/Spclst 12 Mo	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
5287 - 1	Budget Analyst	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1173 - 3	Cnfdntl Tech Support 12 Mo	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3312 - 1	Administrator II	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
3306 - 1	Administrator III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
<b>Grand Total #</b>		<b>11</b>	<b>4</b>	<b>Male #</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>36.4</b>	<b>Male %</b>	<b>9.1</b>	<b>9.1</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				<b>Female #</b>	<b>10</b>	<b>6</b>	<b>0</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>90.9</b>	<b>54.5</b>	<b>0.0</b>	<b>36.4</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: Information Security

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
0420 - 2	Info Tech Consultant 12 Mo	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
<b>Grand Total #</b>		1	0	Male #	1	1	0	0	0	0	0	0
<b>Grand Total %</b>			0.0	Male %	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	0	0	0	0	0	0	0	0
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

**Organizational Unit:** Infrastructure & Support Svcs

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

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: Interdisciplinary

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2360 - 3	Instr Fac AY	2	2	Male	1	0	0	1	0	0	0	0
				Female	1	0	1	0	0	0	0	
<b>Grand Total #</b>		2	2	Male #	1	0	0	1	0	0	0	0
<b>Grand Total %</b>			100.0	Male %	50.0	0.0	0.0	50.0	0.0	0.0	0.0	0.0
				Female #	1	0	1	0	0	0	0	0
				Female%	50.0	0.0	50.0	0.0	0.0	0.0	0.0	0.0

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

**Organizational Unit:** International Programs

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

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

**Organizational Unit:** International Student Center

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3082 - 1	SSP II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3084 - 1	SSP III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
<b>Grand Total #</b>		<b>2</b>	<b>2</b>	<b>Male #</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>100.0</b>	<b>Male %</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				<b>Female #</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>100.0</b>	<b>0.0</b>	<b>0.0</b>	<b>50.0</b>	<b>50.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

**Organizational Unit:** ITS - Infrastructure Services

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
0410 - 2	Operating Sys Analyst 12 Mo	4	2	Male	4	2	0	1	1	0	0	0
				Female	0	0	0	0	0	0	0	
0430 - 2	Network Analyst 12 Mo	3	1	Male	3	2	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	
0430 - 3	Network Analyst 12 Mo	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
<b>Grand Total #</b>		<b>8</b>	<b>3</b>	<b>Male #</b>	<b>8</b>	<b>5</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>37.5</b>	<b>Male %</b>	<b>100.0</b>	<b>62.5</b>	<b>0.0</b>	<b>25.0</b>	<b>12.5</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				<b>Female #</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: Kegley Institute

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

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: Kinesiology

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
2358 - 2	Lecturer AY	9	2	Male	5	3	0	1	0	0	0	0	1
				Female	4	4	0	0	0	0	0	0	0
1033 - 2	Admin Support Coord 10/12	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
2358 - 3	Lecturer AY	3	1	Male	2	1	0	1	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
2360 - 3	Instr Fac AY	4	4	Male	1	0	0	0	1	0	0	0	0
				Female	3	0	0	3	0	0	0	0	0
2358 - 4	Lecturer AY	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
2360 - 4	Instr Fac AY	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
2482 - 4	Dept Chair AY	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
2360 - 5	Instr Fac AY	1	1	Male	1	0	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>21</b>	<b>8</b>	<b>Male #</b>	<b>11</b>	<b>6</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>
<b>Grand Total %</b>			<b>38.1</b>	<b>Male %</b>	<b>52.4</b>	<b>28.6</b>	<b>0.0</b>	<b>9.5</b>	<b>9.5</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>4.8</b>
				<b>Female #</b>	<b>10</b>	<b>7</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>47.6</b>	<b>33.3</b>	<b>0.0</b>	<b>14.3</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: Liberal Studies

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2358 - 2	Lecturer AY	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	1	1	0	0	0
3082 - 1	SSP II	3	3	Male	0	0	0	0	0	0	0	0
				Female	3	0	0	3	0	0	0	0
2358 - 3	Lecturer AY	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
<b>Grand Total #</b>		<b>6</b>	<b>6</b>	Male #	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>100.0</b>	Male %	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				Female #	<b>6</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
				Female%	<b>100.0</b>	<b>0.0</b>	<b>0.0</b>	<b>83.3</b>	<b>16.7</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: Management/Marketing

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035 - 1	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1035 - 2	Admin Support Coord 12 Mo	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2358 - 2	Lecturer AY	9	3	Male	6	4	1	0	1	0	0	0
				Female	3	2	1	0	0	0	0	0
2358 - 3	Lecturer AY	7	3	Male	6	3	1	1	1	0	0	0
				Female	1	1	0	0	0	0	0	0
2358 - 4	Lecturer AY	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2360 - 3	Instr Fac AY	8	7	Male	3	0	0	0	3	0	0	0
				Female	5	1	1	0	3	0	0	0
2360 - 4	Instr Fac AY	4	1	Male	3	2	1	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2482 - 4	Dept Chair AY	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2360 - 5	Instr Fac AY	3	1	Male	3	2	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>35</b>	<b>17</b>	<b>Male #</b>	<b>24</b>	<b>13</b>	<b>3</b>	<b>2</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>48.6</b>	<b>Male %</b>	<b>68.6</b>	<b>37.1</b>	<b>8.6</b>	<b>5.7</b>	<b>17.1</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				<b>Female #</b>	<b>11</b>	<b>5</b>	<b>2</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>31.4</b>	<b>14.3</b>	<b>5.7</b>	<b>2.9</b>	<b>8.6</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: Mathematics

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1030 - 1	Admin Support Assistant 10/12	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1035 - 1	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358 - 2	Lecturer AY	9	2	Male	5	4	0	1	0	0	0	0
				Female	4	3	0	0	1	0	0	0
2358 - 3	Lecturer AY	3	2	Male	1	0	0	0	1	0	0	0
				Female	2	1	0	0	1	0	0	0
2358 - 4	Lecturer AY	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	0	0	1	0	0	0
2360 - 3	Instr Fac AY	5	2	Male	4	2	1	0	1	0	0	0
				Female	1	1	0	0	0	0	0	0
2360 - 4	Instr Fac AY	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
2360 - 5	Instr Fac AY	8	4	Male	4	0	0	2	2	0	0	0
				Female	4	4	0	0	0	0	0	0
2482 - 5	Dept Chair AY	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>33</b>	<b>12</b>	<b>Male #</b>	<b>16</b>	<b>8</b>	<b>1</b>	<b>3</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>36.4</b>	<b>Male %</b>	<b>48.5</b>	<b>24.2</b>	<b>3.0</b>	<b>9.1</b>	<b>12.1</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				<b>Female #</b>	<b>17</b>	<b>13</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>51.5</b>	<b>39.4</b>	<b>0.0</b>	<b>0.0</b>	<b>12.1</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: Modern Languages & Literatures

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2358 - 2	Lecturer AY	3	2	Male	0	0	0	0	0	0	0	0
				Female	3	1	0	1	1	0	0	0
1035 - 1	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358 - 3	Lecturer AY	2	2	Male	1	0	0	1	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2360 - 3	Instr Fac AY	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2360 - 4	Instr Fac AY	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
2360 - 5	Instr Fac AY	2	2	Male	1	0	0	1	0	0	0	0
				Female	1	0	0	1	0	0	0	0
<b>Grand Total #</b>		<b>11</b>	<b>8</b>	<b>Male #</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>72.7</b>	<b>Male %</b>	<b>27.3</b>	<b>0.0</b>	<b>0.0</b>	<b>27.3</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				<b>Female #</b>	<b>8</b>	<b>3</b>	<b>0</b>	<b>4</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>72.7</b>	<b>27.3</b>	<b>0.0</b>	<b>36.4</b>	<b>9.1</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: Music

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035 - 1	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2358 - 2	Lecturer AY	5	1	Male	1	0	0	1	0	0	0	0
				Female	4	4	0	0	0	0	0	0
2358 - 3	Lecturer AY	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
2360 - 3	Instr Fac AY	2	1	Male	2	1	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
0420 - 2	Info Tech Consultant 12 Mo	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2358 - 4	Lecturer AY	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
2360 - 4	Instr Fac AY	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2360 - 5	Instr Fac AY	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>14</b>	<b>7</b>	<b>Male #</b>	<b>7</b>	<b>3</b>	<b>0</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>50.0</b>	<b>Male %</b>	<b>50.0</b>	<b>21.4</b>	<b>0.0</b>	<b>21.4</b>	<b>7.1</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				<b>Female #</b>	<b>7</b>	<b>4</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>50.0</b>	<b>28.6</b>	<b>0.0</b>	<b>7.1</b>	<b>14.3</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: New Student Program

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

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: NSME Admin

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
0800 - 2	Pub Affairs/Comm Spec 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	
1032 - 2	Admin Support Assistant 12 Mo	1	1	Male	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	
1035 - 1	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	
				Female	1	0	0	0	0	0	1	
1038 - 3	Admin Analyst/Spclst 12 Mo	1	0	Male	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	
3306 - 1	Administrator III	1	1	Male	1	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0	
3300 - 1	Administrator IV	1	0	Male	1	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	
<b>Grand Total #</b>		<b>6</b>	<b>3</b>	Male #	<b>2</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>Grand Total %</b>			<b>50.0</b>	Male %	<b>33.3</b>	<b>16.7</b>	<b>0.0</b>	<b>16.7</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	
				Female #	<b>4</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	
				Female%	<b>66.7</b>	<b>33.3</b>	<b>0.0</b>	<b>16.7</b>	<b>0.0</b>	<b>0.0</b>	<b>16.7</b>	

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: NSME Instruction Support

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

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: NSME Student Center

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3082 - 1	SSP II	4	4	Male	1	0	0	0	0	0	0	1
				Female	3	0	0	3	0	0	0	0
<b>Grand Total #</b>		<b>4</b>	<b>4</b>	Male #	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>
<b>Grand Total %</b>			<b>100.0</b>	Male %	<b>25.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>25.0</b>
				Female #	<b>3</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				Female%	<b>75.0</b>	<b>0.0</b>	<b>0.0</b>	<b>75.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: NSME Tech Support

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1619 - 1	Instructional Support Tech III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1038 - 2	Admin Analyst/Splst 12 Mo	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7024 - 1	Equip Tech III, Splized Equip	1	1	Male	1	0	0	0	0	0	1	0
				Female	0	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>3</b>	<b>1</b>	<b>Male #</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>
<b>Grand Total %</b>			<b>33.3</b>	<b>Male %</b>	<b>66.7</b>	<b>33.3</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>33.3</b>	<b>0.0</b>
				<b>Female #</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>33.3</b>	<b>33.3</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: Nursing

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035 - 1	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2358 - 2	Lecturer AY	17	8	Male	2	0	0	1	1	0	0	0
				Female	15	9	1	3	2	0	0	0
3082 - 1	SSP II	2	2	Male	1	0	0	0	0	1	0	0
				Female	1	0	0	0	1	0	0	0
2358 - 3	Lecturer AY	12	5	Male	3	1	1	1	0	0	0	0
				Female	9	6	0	1	2	0	0	0
2360 - 3	Instr Fac AY	6	3	Male	0	0	0	0	0	0	0	0
				Female	6	3	0	0	3	0	0	0
2358 - 4	Lecturer AY	7	1	Male	2	1	0	0	1	0	0	0
				Female	5	5	0	0	0	0	0	0
2360 - 5	Instr Fac AY	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2360 - 4	Instr Fac AY	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
2481 - 5	Dept Chair 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
<b>Grand Total #</b>		<b>48</b>	<b>21</b>	<b>Male #</b>	<b>8</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>43.8</b>	<b>Male %</b>	<b>16.7</b>	<b>4.2</b>	<b>2.1</b>	<b>4.2</b>	<b>4.2</b>	<b>2.1</b>	<b>0.0</b>	<b>0.0</b>
				<b>Female #</b>	<b>40</b>	<b>25</b>	<b>1</b>	<b>5</b>	<b>9</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>83.3</b>	<b>52.1</b>	<b>2.1</b>	<b>10.4</b>	<b>18.8</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

**Organizational Unit:** Office of Stdnt Rights/Respnsb

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
8523 - 8	SSP II 10 Mo-NE	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	
3312 - 1	Administrator II	1	0	Male	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	
<b>Grand Total #</b>		<b>2</b>	<b>1</b>	Male #	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>Grand Total %</b>			<b>50.0</b>	Male %	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	
				Female #	<b>2</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	
				Female%	<b>100.0</b>	<b>50.0</b>	<b>0.0</b>	<b>50.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: Outreach

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3082 - 1	SSP II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3084 - 1	SSP III	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3312 - 1	Administrator II	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>3</b>	<b>3</b>	<b>Male #</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>100.0</b>	<b>Male %</b>	<b>66.7</b>	<b>0.0</b>	<b>33.3</b>	<b>33.3</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				<b>Female #</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>33.3</b>	<b>0.0</b>	<b>0.0</b>	<b>33.3</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: Payment Services

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
1741 - 1	Accounting Technician II	3	3	Male	1	0	0	0	0	0	0	0	1
				Female	2	0	0	2	0	0	0	0	0
1740 - 1	Accounting Technician III	2	1	Male	0	0	0	0	0	0	0	0	0
				Female	2	1	0	0	0	0	1	0	0
3312 - 1	Administrator II	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>6</b>	<b>4</b>	Male #	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>
<b>Grand Total %</b>			<b>66.7</b>	Male %	<b>16.7</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>16.7</b>
				Female #	<b>5</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	
				Female%	<b>83.3</b>	<b>33.3</b>	<b>0.0</b>	<b>33.3</b>	<b>0.0</b>	<b>16.7</b>	<b>0.0</b>	<b>0.0</b>	

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: Payroll Services

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1032 - 2	Admin Support Assistant 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1100 - 1	PAYROLL TECHNICIAN I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1101 - 1	Payroll Technician II	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
1038 - 1	Admin Analyst/Spclst 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
<b>Grand Total #</b>		<b>5</b>	<b>5</b>	<b>Male #</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>100.0</b>	<b>Male %</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				<b>Female #</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>100.0</b>	<b>0.0</b>	<b>0.0</b>	<b>100.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: Philosophy

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035 - 1	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
2358 - 2	Lecturer AY	6	3	Male	3	2	0	1	0	0	0	0
				Female	3	1	0	2	0	0	0	0
2360 - 3	Instr Fac AY	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2358 - 4	Lecturer AY	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2360 - 4	Instr Fac AY	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2482 - 5	Dept Chair AY	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2360 - 5	Instr Fac AY	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
<b>Grand Total #</b>		<b>14</b>	<b>5</b>	Male #	<b>6</b>	<b>4</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>35.7</b>	Male %	<b>42.9</b>	<b>28.6</b>	<b>0.0</b>	<b>14.3</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				Female #	<b>8</b>	<b>5</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				Female%	<b>57.1</b>	<b>35.7</b>	<b>7.1</b>	<b>14.3</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: Physics and Engineering

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1615 - 1	Instructional Support Tech I	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	
1035 - 1	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2358 - 2	Lecturer AY	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2358 - 4	Lecturer AY	4	1	Male	3	2	0	0	1	0	0	0
				Female	1	1	0	0	0	0	0	0
2358 - 3	Lecturer AY	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
2360 - 3	Instr Fac AY	4	3	Male	4	1	0	0	3	0	0	0
				Female	0	0	0	0	0	0	0	0
2358 - 5	Lecturer AY	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2360 - 4	Instr Fac AY	2	2	Male	1	0	0	0	1	0	0	0
				Female	1	0	0	0	1	0	0	0
2360 - 5	Instr Fac AY	3	1	Male	3	2	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2482 - 4	Dept Chair AY	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>19</b>	<b>12</b>	<b>Male #</b>	<b>16</b>	<b>6</b>	<b>0</b>	<b>3</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>63.2</b>	<b>Male %</b>	<b>84.2</b>	<b>31.6</b>	<b>0.0</b>	<b>15.8</b>	<b>36.8</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				<b>Female #</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>15.8</b>	<b>5.3</b>	<b>0.0</b>	<b>5.3</b>	<b>5.3</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: Planning

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
5681 - 1	Research Technician II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	
5783 - 1	Assoc, Acad & Instit Studies 2	2	2	Male	0	0	0	0	0	0	0	
				Female	2	0	0	1	1	0	0	
0400 - 3	Analyst/Programmer 12 Mo	1	0	Male	1	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	
<b>Grand Total #</b>		<b>4</b>	<b>2</b>	Male #	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>Grand Total %</b>			<b>50.0</b>	Male %	<b>25.0</b>	<b>25.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	
				Female #	<b>3</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	
				Female%	<b>75.0</b>	<b>25.0</b>	<b>0.0</b>	<b>25.0</b>	<b>25.0</b>	<b>0.0</b>	<b>0.0</b>	

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: Political Science

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035 - 1	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2358 - 2	Lecturer AY	3	0	Male	3	3	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2358 - 3	Lecturer AY	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2360 - 4	Instr Fac AY	4	2	Male	1	1	0	0	0	0	0	0
				Female	3	1	0	1	1	0	0	0
2482 - 4	Dept Chair AY	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>10</b>	<b>5</b>	<b>Male #</b>	<b>6</b>	<b>4</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>50.0</b>	<b>Male %</b>	<b>60.0</b>	<b>40.0</b>	<b>0.0</b>	<b>20.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				<b>Female #</b>	<b>4</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>40.0</b>	<b>10.0</b>	<b>0.0</b>	<b>20.0</b>	<b>10.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: President - Admin

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
0800 - 1	Pub Affairs/Comm Spec 12 Mo	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	
1170 - 2	Cnfdntl Office Support 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1148 - 1	Presidential Aide	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3312 - 1	Administrator II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3306 - 1	Administrator III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2977 - 0	President	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
<b>Grand Total #</b>		<b>6</b>	<b>2</b>	Male #	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>33.3</b>	Male %	<b>16.7</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>16.7</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				Female #	<b>5</b>	<b>4</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				Female%	<b>83.3</b>	<b>66.7</b>	<b>0.0</b>	<b>16.7</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: Procurement & Contr Services

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
4792 - 1	Buyer II	2	1	Male	1	0	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	
1038 - 2	Admin Analyst/Splst 12 Mo	2	1	Male	1	1	0	0	0	0	0	
				Female	1	0	1	0	0	0	0	
1038 - 3	Admin Analyst/Splst 12 Mo	1	1	Male	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	
3312 - 1	Administrator II	1	1	Male	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	
<b>Grand Total #</b>		<b>6</b>	<b>4</b>	<b>Male #</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>Grand Total %</b>			<b>66.7</b>	<b>Male %</b>	<b>33.3</b>	<b>16.7</b>	<b>0.0</b>	<b>16.7</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	
				<b>Female #</b>	<b>4</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	
				<b>Female%</b>	<b>66.7</b>	<b>16.7</b>	<b>16.7</b>	<b>33.3</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: Project Management

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
0420 - 1	Info Tech Consultant 12 Mo	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
0400 - 2	Analyst/Programmer 12 Mo	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
3312 - 1	Administrator II	1	1	Male	1	0	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0	0	
<b>Grand Total #</b>		<b>3</b>	<b>1</b>	<b>Male #</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>Grand Total %</b>			<b>33.3</b>	<b>Male %</b>	<b>100.0</b>	<b>66.7</b>	<b>0.0</b>	<b>0.0</b>	<b>33.3</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	
				<b>Female #</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
				<b>Female%</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: Project Rebound

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1032 - 1	Admin Support Assistant 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3082 - 1	SSP II	1	1	Male	1	0	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0
3084 - 1	SSP III	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>3</b>	<b>3</b>	<b>Male #</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>
<b>Grand Total %</b>			<b>100.0</b>	<b>Male %</b>	<b>66.7</b>	<b>0.0</b>	<b>33.3</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>33.3</b>
				<b>Female #</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>33.3</b>	<b>0.0</b>	<b>0.0</b>	<b>33.3</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: Provost

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1176 - 2	Cnfdntl Admin Support 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
0800 - 3	Pub Affairs/Comm Spec 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1038 - 3	Admin Analyst/Splst 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3300 - 1	Administrator IV	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>4</b>	<b>3</b>	Male #	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>75.0</b>	Male %	<b>25.0</b>	<b>0.0</b>	<b>25.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				Female #	<b>3</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				Female%	<b>75.0</b>	<b>25.0</b>	<b>25.0</b>	<b>25.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: Psychology

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
1034 - 2	Admin Support Coord 11/12	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
2358 - 2	Lecturer AY	10	2	Male	5	4	1	0	0	0	0	0	0
				Female	5	4	0	0	0	1	0	0	0
2358 - 3	Lecturer AY	6	1	Male	2	2	0	0	0	0	0	0	0
				Female	4	3	0	0	0	0	0	0	1
2360 - 3	Instr Fac AY	4	3	Male	2	1	0	0	1	0	0	0	0
				Female	2	0	0	0	2	0	0	0	0
2360 - 4	Instr Fac AY	3	0	Male	1	1	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0	0
2358 - 4	Lecturer AY	2	0	Male	0	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0	0
2482 - 4	Dept Chair AY	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
2360 - 5	Instr Fac AY	4	2	Male	1	0	0	1	0	0	0	0	0
				Female	3	2	0	1	0	0	0	0	0
<b>Grand Total #</b>		<b>31</b>	<b>8</b>	<b>Male #</b>	<b>12</b>	<b>9</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>25.8</b>	<b>Male %</b>	<b>38.7</b>	<b>29.0</b>	<b>3.2</b>	<b>3.2</b>	<b>3.2</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				<b>Female #</b>	<b>19</b>	<b>14</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>1</b>
				<b>Female%</b>	<b>61.3</b>	<b>45.2</b>	<b>0.0</b>	<b>3.2</b>	<b>6.5</b>	<b>3.2</b>	<b>0.0</b>	<b>3.2</b>	<b>3.2</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: Public Administration

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2358 - 2	Lecturer AY	5	3	Male	2	1	1	0	0	0	0	0
				Female	3	1	0	1	1	0	0	
2358 - 3	Lecturer AY	2	1	Male	1	0	0	0	0	0	0	1
				Female	1	1	0	0	0	0	0	0
2360 - 3	Instr Fac AY	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
2358 - 4	Lecturer AY	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2360 - 5	Instr Fac AY	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2482 - 5	Dept Chair AY	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>12</b>	<b>7</b>	<b>Male #</b>	<b>7</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>
<b>Grand Total %</b>			<b>58.3</b>	<b>Male %</b>	<b>58.3</b>	<b>25.0</b>	<b>8.3</b>	<b>8.3</b>	<b>8.3</b>	<b>0.0</b>	<b>0.0</b>	<b>8.3</b>
				<b>Female #</b>	<b>5</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>41.7</b>	<b>16.7</b>	<b>0.0</b>	<b>8.3</b>	<b>16.7</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

**Organizational Unit:** Public Affairs & Communication

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
0800 - 2	Pub Affairs/Comm Spec 12 Mo	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
0810 - 2	Media Prod Spec 12 Mo	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0820 - 2	GRAPHIC DESIGNER -12 MONTH	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>4</b>	<b>2</b>	<b>Male #</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>50.0</b>	<b>Male %</b>	<b>75.0</b>	<b>50.0</b>	<b>0.0</b>	<b>25.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				<b>Female #</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>25.0</b>	<b>0.0</b>	<b>0.0</b>	<b>25.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: Religious Studies

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2358 - 2	Lecturer AY	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358 - 3	Lecturer AY	3	1	Male	3	2	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2360 - 3	Instr Fac AY	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2360 - 4	Instr Fac AY	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>7</b>	<b>2</b>	<b>Male #</b>	<b>6</b>	<b>4</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>28.6</b>	<b>Male %</b>	<b>85.7</b>	<b>57.1</b>	<b>0.0</b>	<b>28.6</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				<b>Female #</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>14.3</b>	<b>14.3</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: Reprographics

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1483 - 1	Reprographics Specialist IV	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	
1035 - 2	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	
0820 - 1	Graphic Designer 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	
<b>Grand Total #</b>		<b>3</b>	<b>2</b>	<b>Male #</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>66.7</b>	<b>Male %</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				<b>Female #</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>100.0</b>	<b>33.3</b>	<b>0.0</b>	<b>33.3</b>	<b>33.3</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: Safety & Risk Services

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038 - 1	Admin Analyst/Spclst 12 Mo	2	2	Male	1	0	0	1	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3318 - 1	Administrator I	2	1	Male	1	0	1	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3312 - 1	Administrator II	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>5</b>	<b>3</b>	<b>Male #</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>60.0</b>	<b>Male %</b>	<b>60.0</b>	<b>20.0</b>	<b>20.0</b>	<b>20.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				<b>Female #</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>40.0</b>	<b>20.0</b>	<b>0.0</b>	<b>20.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

**Organizational Unit:** Social Sciences & Educ Admin

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1034 - 1	Admin Support Coord 11/12	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1035 - 1	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1038 - 1	Admin Analyst/Spclst 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
1038 - 3	Admin Analyst/Spclst 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	0
3318 - 1	Administrator I	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2360 - 5	Instr Fac AY	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3306 - 1	Administrator III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3300 - 1	Administrator IV	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>8</b>	<b>6</b>	<b>Male #</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>75.0</b>	<b>Male %</b>	<b>25.0</b>	<b>12.5</b>	<b>0.0</b>	<b>12.5</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				<b>Female #</b>	<b>6</b>	<b>1</b>	<b>0</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>
				<b>Female%</b>	<b>75.0</b>	<b>12.5</b>	<b>0.0</b>	<b>37.5</b>	<b>12.5</b>	<b>0.0</b>	<b>0.0</b>	<b>12.5</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: Social Work

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3079 - 2	SSP I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1035 - 1	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358 - 3	Lecturer AY	5	2	Male	1	0	0	1	0	0	0	0
				Female	4	3	0	1	0	0	0	0
2360 - 3	Instr Fac AY	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	0	0	1	0	0	0
2360 - 4	Instr Fac AY	2	2	Male	2	0	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	0
2359 - 3	LECTURER - 12 MONTH	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358 - 5	Lecturer AY	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2481 - 5	Dept Chair 12 Mo	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>15</b>	<b>8</b>	<b>Male #</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>53.3</b>	<b>Male %</b>	<b>33.3</b>	<b>0.0</b>	<b>0.0</b>	<b>13.3</b>	<b>20.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				<b>Female #</b>	<b>10</b>	<b>7</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>66.7</b>	<b>46.7</b>	<b>0.0</b>	<b>13.3</b>	<b>6.7</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: Sociology

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1034 - 1	Admin Support Coord 11/12	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2358 - 2	Lecturer AY	7	6	Male	3	1	1	1	0	0	0	0
				Female	4	0	2	2	0	0	0	0
2358 - 3	Lecturer AY	2	1	Male	1	0	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2360 - 3	Instr Fac AY	2	1	Male	2	1	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
2360 - 4	Instr Fac AY	4	4	Male	1	0	0	1	0	0	0	0
				Female	3	0	1	2	0	0	0	0
2482 - 5	Dept Chair AY	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2360 - 5	Instr Fac AY	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>18</b>	<b>14</b>	<b>Male #</b>	<b>8</b>	<b>2</b>	<b>2</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>77.8</b>	<b>Male %</b>	<b>44.4</b>	<b>11.1</b>	<b>11.1</b>	<b>16.7</b>	<b>5.6</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				<b>Female #</b>	<b>10</b>	<b>2</b>	<b>3</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>55.6</b>	<b>11.1</b>	<b>16.7</b>	<b>27.8</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: Special Education

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2358 - 2	Lecturer AY	13	3	Male	4	2	0	1	0	1	0	0
				Female	9	8	0	1	0	0	0	0
2358 - 3	Lecturer AY	3	2	Male	2	0	1	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2360 - 3	Instr Fac AY	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
2482 - 5	Dept Chair AY	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
<b>Grand Total #</b>		<b>18</b>	<b>7</b>	<b>Male #</b>	<b>6</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>38.9</b>	<b>Male %</b>	<b>33.3</b>	<b>11.1</b>	<b>5.6</b>	<b>11.1</b>	<b>0.0</b>	<b>5.6</b>	<b>0.0</b>	<b>0.0</b>
				<b>Female #</b>	<b>12</b>	<b>9</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>66.7</b>	<b>50.0</b>	<b>5.6</b>	<b>5.6</b>	<b>5.6</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: Special Session

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3082 - 1	SSP II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3086 - 1	SSP IV	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
<b>Grand Total #</b>		<b>2</b>	<b>1</b>	Male #	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>50.0</b>	Male %	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				Female #	<b>2</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				Female%	<b>100.0</b>	<b>50.0</b>	<b>0.0</b>	<b>50.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: SS& E Instruction

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1032 - 1	Admin Support Assistant 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
3082 - 1	SSP II	3	0	Male	0	0	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
2630 - 1	Credential Analyst II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
5783 - 1	Assoc, Acad & Instit Studies 2	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
<b>Grand Total #</b>		<b>6</b>	<b>2</b>	Male #	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>33.3</b>	Male %	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				Female #	<b>6</b>	<b>4</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
				Female%	<b>100.0</b>	<b>66.7</b>	<b>16.7</b>	<b>0.0</b>	<b>16.7</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: SSE Advising Center

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035 - 1	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	
3082 - 1	SSP II	6	4	Male	1	0	0	1	0	0	0	0
				Female	5	2	0	3	0	0	0	
3086 - 1	SSP IV	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
<b>Grand Total #</b>		<b>8</b>	<b>5</b>	Male #	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>62.5</b>	Male %	<b>12.5</b>	<b>0.0</b>	<b>0.0</b>	<b>12.5</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				Female #	<b>7</b>	<b>3</b>	<b>0</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				Female%	<b>87.5</b>	<b>37.5</b>	<b>0.0</b>	<b>50.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

**Organizational Unit:** Stud Affairs Accounting & Rptg

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
4555 - 1	Accountant II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3312 - 1	Administrator II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
<b>Grand Total #</b>		<b>2</b>	<b>1</b>	Male #	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>50.0</b>	Male %	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				Female #	<b>2</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				Female%	<b>100.0</b>	<b>50.0</b>	<b>0.0</b>	<b>50.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: Student Financial Services

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1730 - 1	Accounting Technician I	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
1758 - 1	COLLECTIONS REPRESENTATIVE I	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1741 - 1	Accounting Technician II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1759 - 1	Collections Rep II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1740 - 1	Accounting Technician III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1038 - 2	Admin Analyst/Splst 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4555 - 1	Accountant II	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3312 - 1	Administrator II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
<b>Grand Total #</b>		<b>9</b>	<b>4</b>	<b>Male #</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>44.4</b>	<b>Male %</b>	<b>11.1</b>	<b>0.0</b>	<b>0.0</b>	<b>11.1</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				<b>Female #</b>	<b>8</b>	<b>5</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>88.9</b>	<b>55.6</b>	<b>0.0</b>	<b>33.3</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

**Organizational Unit:** Student Involvement & Ldrshp

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3079 - 2	SSP I	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
<b>Grand Total #</b>		1	0	Male #	1	1	0	0	0	0	0	0
<b>Grand Total %</b>			0.0	Male %	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	0	0	0	0	0	0	0	0
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

**Organizational Unit:** Student Recreation Center

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038 - 1	Admin Analyst/Spclst 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3082 - 1	SSP II	3	2	Male	2	1	1	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3084 - 1	SSP III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3318 - 1	Administrator I	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
<b>Grand Total #</b>		<b>6</b>	<b>3</b>	Male #	<b>2</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>50.0</b>	Male %	<b>33.3</b>	<b>16.7</b>	<b>16.7</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				Female #	<b>4</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				Female%	<b>66.7</b>	<b>33.3</b>	<b>0.0</b>	<b>33.3</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

**Organizational Unit:** Student Union Administration

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2010 - 1	Custodian	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	
3312 - 1	Administrator II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3306 - 1	Administrator III	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>3</b>	<b>3</b>	Male #	<b>2</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>100.0</b>	Male %	<b>66.7</b>	<b>0.0</b>	<b>33.3</b>	<b>33.3</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				Female #	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				Female%	<b>33.3</b>	<b>0.0</b>	<b>0.0</b>	<b>33.3</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: Teacher Education

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
2358 - 2	Lecturer AY	60	15	Male	16	12	1	3	0	0	0	0	
				Female	44	33	1	8	0	0	1	1	
3084 - 6	STUDENT SERVICES PROFESSIONAL III	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
1035 - 2	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
2358 - 3	Lecturer AY	14	8	Male	5	1	0	4	0	0	0	0	
				Female	9	5	1	1	1	0	0	1	
2360 - 3	Instr Fac AY	4	1	Male	2	1	0	1	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	
2358 - 4	Lecturer AY	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
2482 - 3	DEPARTMENT CHAIR - ACADEMIC YEAR	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	1	0	0	0	0	0	
2360 - 5	Instr Fac AY	3	1	Male	1	0	0	0	0	0	1	0	
				Female	2	2	0	0	0	0	0	0	
<b>Grand Total #</b>		<b>85</b>	<b>27</b>	<b>Male #</b>	<b>24</b>	<b>14</b>	<b>1</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	
<b>Grand Total %</b>			<b>31.8</b>	<b>Male %</b>	<b>28.2</b>	<b>16.5</b>	<b>1.2</b>	<b>9.4</b>	<b>0.0</b>	<b>0.0</b>	<b>1.2</b>	<b>0.0</b>	
				<b>Female #</b>	<b>61</b>	<b>44</b>	<b>3</b>	<b>10</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>2</b>	
				<b>Female%</b>	<b>71.8</b>	<b>51.8</b>	<b>3.5</b>	<b>11.8</b>	<b>1.2</b>	<b>0.0</b>	<b>1.2</b>	<b>2.4</b>	

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: Testing

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

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: Theatre

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2358 - 2	Lecturer AY	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2358 - 3	Lecturer AY	5	3	Male	2	0	1	1	0	0	0	0
				Female	3	2	0	1	0	0	0	0
0840 - 3	Performing Arts Tech 12 Mo	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2360 - 3	Instr Fac AY	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358 - 4	Lecturer AY	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
2482 - 4	Dept Chair AY	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2360 - 5	Instr Fac AY	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
<b>Grand Total #</b>		<b>12</b>	<b>5</b>	Male #	<b>4</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>41.7</b>	Male %	<b>33.3</b>	<b>16.7</b>	<b>8.3</b>	<b>8.3</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				Female #	<b>8</b>	<b>5</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				Female%	<b>66.7</b>	<b>41.7</b>	<b>0.0</b>	<b>25.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: UA Athletics Development

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

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: University Advancement

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

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: University Police

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
8820 - 1	Community Service Spec 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
8810 - 2	Parking Officer 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8800 - 1	Police Dispatcher 12 Mo	3	2	Male	0	0	0	0	0	0	0	0
				Female	3	1	0	1	1	0	0	0
1035 - 1	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
8800 - 2	Police Dispatcher 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
8350 - 0	Police Officer	5	4	Male	4	1	1	2	0	0	0	0
				Female	1	0	0	1	0	0	0	0
8365 - 0	Corporal	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8354 - 0	Sergeant	4	3	Male	3	1	0	2	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3312 - 1	Administrator II	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3306 - 1	Administrator III	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>21</b>	<b>13</b>	<b>Male #</b>	<b>10</b>	<b>5</b>	<b>1</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>61.9</b>	<b>Male %</b>	<b>47.6</b>	<b>23.8</b>	<b>4.8</b>	<b>19.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				<b>Female #</b>	<b>11</b>	<b>3</b>	<b>0</b>	<b>7</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>52.4</b>	<b>14.3</b>	<b>0.0</b>	<b>33.3</b>	<b>4.8</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: Veteran's Center

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

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: Vice President - BAS

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038 - 1	Admin Analyst/Spclst 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	
1176 - 2	Cnfdntl Admin Support 12 Mo	2	2	Male	0	0	0	0	0	0	0	
				Female	2	0	0	2	0	0	0	
3300 - 1	Administrator IV	1	0	Male	1	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	
<b>Grand Total #</b>		<b>4</b>	<b>2</b>	Male #	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>Grand Total %</b>			<b>50.0</b>	Male %	<b>25.0</b>	<b>25.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	
				Female #	<b>3</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	
				Female%	<b>75.0</b>	<b>25.0</b>	<b>0.0</b>	<b>50.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: VP - University Advancement

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

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: VP Student Affairs

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3078 - 9	SSP I 10 Mo	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
1038 - 1	Admin Analyst/Spclst 12 Mo	1	0	Male	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	
3071 - 0	SSP Academic Related I AY	1	1	Male	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	
1038 - 3	Admin Analyst/Spclst 12 Mo	1	1	Male	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	
3306 - 1	Administrator III	1	0	Male	1	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	
3300 - 1	Administrator IV	1	1	Male	1	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	
<b>Grand Total #</b>		<b>6</b>	<b>4</b>	Male #	<b>3</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>Grand Total %</b>			<b>66.7</b>	Male %	<b>50.0</b>	<b>16.7</b>	<b>33.3</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	
				Female #	<b>3</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	
				Female%	<b>50.0</b>	<b>16.7</b>	<b>0.0</b>	<b>16.7</b>	<b>16.7</b>	<b>0.0</b>	<b>0.0</b>	

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis

Organizational Unit: Web Services

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
0400 - 2	Analyst/Programmer 12 Mo	3	2	Male	2	1	0	0	1	0	0	0	
				Female	1	0	0	0	1	0	0	0	
0420 - 2	Info Tech Consultant 12 Mo	1	1	Male	1	0	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0	0	
3318 - 1	Administrator I	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>5</b>	<b>3</b>	Male #	<b>4</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>Grand Total %</b>			<b>60.0</b>	Male %	<b>80.0</b>	<b>40.0</b>	<b>0.0</b>	<b>0.0</b>	<b>40.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	
				Female #	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	
				Female%	<b>20.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>20.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	

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# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis Summary

Organizational Unit	Total				Male								Female							
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+		
A&H Student Center	3	0	3	2	0	0	0	0	0	0	0	1	0	2	0	0	0	0		
Academic Advsnrg & Resource Ctr	6	0	6	6	0	0	0	0	0	0	0	0	1	5	0	0	0	0		
Academic Operations and Supprt	3	0	3	2	0	0	0	0	0	0	0	1	0	1	1	0	0	0		
Academic Programs	6	1	5	4	0	0	1	0	0	0	0	2	0	3	0	0	0	0		
Academic Senate	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0		
Access to Success - Gen	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0		
Accounting & Reporting Svcs	5	0	5	3	0	0	0	0	0	0	0	2	0	2	1	0	0	0		
Advanced Education	14	6	8	6	5	0	0	1	0	0	0	3	4	1	0	0	0	0		
Alumni Engagement	3	0	3	1	0	0	0	0	0	0	0	2	0	1	0	0	0	0		
Annual Giving & Stewardship	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0		
Antelope Valley	11	1	10	4	1	0	0	0	0	0	0	6	2	2	0	0	0	0		
Anthropology	4	2	2	0	2	0	0	0	0	0	0	2	0	0	0	0	0	0		
Art	20	11	9	3	8	0	1	1	1	0	0	9	0	0	0	0	0	0		
Arts & Humanities Admin	4	1	3	2	1	0	0	0	0	0	0	1	0	2	0	0	0	0		
Associated Students, Inc.	2	0	2	1	0	0	0	0	0	0	0	1	0	0	0	1	0	0		
Athletics - Baseball	2	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0		
Athletics - Women's Golf	1	0	1	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0		
Athletics-Academic Advising	4	2	2	3	0	1	1	0	0	0	0	1	0	1	0	0	0	0		
Athletics-General	16	12	4	5	9	1	2	0	0	0	0	2	1	1	0	0	0	0		
Athletics-Men's Basketball	6	6	0	4	2	4	0	0	0	0	0	0	0	0	0	0	0	0		
Athletics-Men's Soccer	2	2	0	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0		

# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis Summary

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
Athletics-Men's Swimming	2	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Athletics-Men's Track	3	2	1	1	1	0	0	0	0	0	1	1	0	0	0	0	0	0
Athletics-Softball	2	0	2	1	0	0	0	0	0	0	0	1	0	0	0	0	1	0
Athletics-Sports Medicine	4	2	2	2	1	0	1	0	0	0	0	1	0	0	0	0	0	1
Athletics-Volleyball	2	1	1	2	0	0	1	0	0	0	0	0	0	1	0	0	0	0
Athletics-Women's Basketball	5	3	2	4	1	2	0	0	0	0	0	0	1	0	0	0	0	1
Athletics-Women's Soccer	2	1	1	1	0	0	1	0	0	0	0	1	0	0	0	0	0	0
Athletics-Women's Swimming	2	0	2	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0
Athletics-Wrestling	3	3	0	1	2	0	0	0	0	0	1	0	0	0	0	0	0	0
Auxiliary Services	4	1	3	3	0	0	1	0	0	0	0	1	0	2	0	0	0	0
AVP - ITS	6	2	4	5	0	0	2	0	0	0	0	1	2	1	0	0	0	0
AVP Enrollment Management	4	1	3	3	0	1	0	0	0	0	0	1	1	1	0	0	0	0
Biology	28	11	17	7	10	0	0	1	0	0	0	11	0	6	0	0	0	0
BPA - Advising	4	1	3	4	0	0	1	0	0	0	0	0	0	3	0	0	0	0
BPA Administration Staff	3	3	0	1	2	0	0	1	0	0	0	0	0	0	0	0	0	0
Budget & User Support Services	2	0	2	1	0	0	0	0	0	0	0	1	0	1	0	0	0	0
Business Services	2	1	1	1	0	0	1	0	0	0	0	1	0	0	0	0	0	0
Campus Programming	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Campus Support Services	3	3	0	1	2	0	1	0	0	0	0	0	0	0	0	0	0	0
Campus Training	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Chemistry	17	9	8	3	7	0	0	2	0	0	0	7	0	1	0	0	0	0

# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis Summary

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
Child, Adolesc, Family Studies	14	3	11	12	0	0	1	1	1	0	0	2	1	4	3	0	0	1
Client Services	10	9	1	2	7	0	1	1	0	0	0	1	0	0	0	0	0	0
Communications	22	6	16	13	4	1	0	1	0	0	0	5	3	6	2	0	0	0
Comp & Elec Eng/Comp Sci	22	17	5	11	8	0	2	7	0	0	0	3	0	1	1	0	0	0
Conferences & Events	2	0	2	1	0	0	0	0	0	0	0	1	0	1	0	0	0	0
Controller	2	0	2	2	0	0	0	0	0	0	0	0	1	1	0	0	0	0
Counseling	7	2	5	3	2	0	0	0	0	0	0	2	2	0	0	0	0	1
Criminal Justice	24	14	10	10	6	2	1	5	0	0	0	8	0	2	0	0	0	0
Ctr for Comm Engmt/Career Ed	6	1	5	5	0	1	0	0	0	0	0	1	1	3	0	0	0	0
Dean, University Libraries	27	8	19	14	4	0	3	1	0	0	0	9	2	7	1	0	0	0
Development	4	1	3	2	0	0	0	0	0	0	1	2	1	0	0	0	0	0
Director of Academic Affairs	4	0	4	2	0	0	0	0	0	0	0	2	0	1	0	0	1	0
Disability Services	8	4	4	4	2	0	1	1	0	0	0	2	0	2	0	0	0	0
Doctorate in Education	3	3	0	1	2	0	1	0	0	0	0	0	0	0	0	0	0	0
Economics	14	10	4	5	6	1	2	1	0	0	0	3	0	0	1	0	0	0
Educational Opportunity Pgm	4	3	1	1	2	0	1	0	0	0	0	1	0	0	0	0	0	0
EE-American Language Institute	1	0	1	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
Eng. & Energy Mgmt	4	4	0	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0
English	54	17	37	15	14	0	2	1	0	0	0	25	0	7	1	1	0	3
Enrollment Services	17	0	17	11	0	0	0	0	0	0	0	6	2	7	2	0	0	0
Enrollment Systems	5	2	3	4	0	1	1	0	0	0	0	1	0	2	0	0	0	0

# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis Summary

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
Enrollment-Special Populations	4	3	1	4	0	2	0	1	0	0	0	0	0	1	0	0	0	0
Enterprise Applications	8	5	3	3	4	0	0	1	0	0	0	1	0	1	1	0	0	0
Environmental Sustainability	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
Equity Inclusion & Compliance	3	2	1	3	0	1	1	0	0	0	0	0	0	1	0	0	0	0
Ethnic Studies	1	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0
Extended University -Marketing	2	1	1	1	1	0	0	0	0	0	0	0	0	1	0	0	0	0
Extended University Exec. Mgmt	6	1	5	2	1	0	0	0	0	0	0	3	0	1	1	0	0	0
Extension Non-Credit	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Facilities Mgmt - Custodial	15	11	4	13	2	1	8	0	0	0	0	0	0	4	0	0	0	0
Facilities Mgmt-Roads&Grounds	15	15	0	14	1	0	13	0	0	1	0	0	0	0	0	0	0	0
Facilities Mgmt-Vehicle Ops	1	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Faculty Teaching&Learning Ctr	3	2	1	0	2	0	0	0	0	0	0	1	0	0	0	0	0	0
Finance/Accounting	15	10	5	8	6	1	1	2	0	0	0	1	0	1	3	0	0	0
Financial Aid & Scholarships	11	2	9	5	1	0	1	0	0	0	0	5	1	3	0	0	0	0
FM-Facilities Operations	12	9	3	4	7	0	2	0	0	0	0	1	1	1	0	0	0	0
FPDP	3	2	1	1	1	0	0	1	0	0	0	1	0	0	0	0	0	0
Geological Sciences	23	15	8	7	10	0	2	3	0	0	0	6	0	2	0	0	0	0
Grants & Contracts Admin	5	2	3	3	0	1	1	0	0	0	0	2	0	1	0	0	0	0
Grants\Research\Sponsored Prog	8	4	4	5	2	0	2	0	0	0	0	1	0	2	1	0	0	0
GRaSP Accounting & Reporting	8	1	7	6	0	0	1	0	0	0	0	2	0	5	0	0	0	0
Hardware & Events	6	6	0	3	3	0	0	0	2	0	1	0	0	0	0	0	0	0

# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis Summary

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
Health Center	13	3	10	6	2	0	1	0	0	0	0	5	0	3	2	0	0	0
History	15	4	11	5	3	0	0	0	0	0	1	7	0	3	1	0	0	0
Housing & Residential Life	6	1	5	6	0	0	1	0	0	0	0	0	1	3	0	0	0	1
Human Resources	11	1	10	4	1	0	0	0	0	0	0	6	0	4	0	0	0	0
Information Security	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Infrastructure & Support Svcs	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Interdisciplinary	2	1	1	2	0	0	1	0	0	0	0	0	1	0	0	0	0	0
International Programs	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
International Student Center	2	0	2	2	0	0	0	0	0	0	0	0	0	1	1	0	0	0
ITS - Infrastructure Services	8	8	0	3	5	0	2	1	0	0	0	0	0	0	0	0	0	0
Kegley Institute	1	0	1	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0
Kinesiology	21	11	10	8	6	0	2	2	0	0	1	7	0	3	0	0	0	0
Liberal Studies	6	0	6	6	0	0	0	0	0	0	0	0	0	5	1	0	0	0
Management/Marketing	35	24	11	17	13	3	2	6	0	0	0	5	2	1	3	0	0	0
Mathematics	33	16	17	12	8	1	3	4	0	0	0	13	0	0	4	0	0	0
Modern Languages & Literatures	11	3	8	8	0	0	3	0	0	0	0	3	0	4	1	0	0	0
Music	14	7	7	7	3	0	3	1	0	0	0	4	0	1	2	0	0	0
New Student Program	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
NSME Admin	6	2	4	3	1	0	1	0	0	0	0	2	0	1	0	0	0	1
NSME Instruction Support	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
NSME Student Center	4	1	3	4	0	0	0	0	0	0	1	0	0	3	0	0	0	0

# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis Summary

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
NSME Tech Support	3	2	1	1	1	0	0	0	0	1	0	1	0	0	0	0	0	0
Nursing	48	8	40	21	2	1	2	2	1	0	0	25	1	5	9	0	0	0
Office of Stdnt Rights/Respsnb	2	0	2	1	0	0	0	0	0	0	0	1	0	1	0	0	0	0
Outreach	3	2	1	3	0	1	1	0	0	0	0	0	0	1	0	0	0	0
Payment Services	6	1	5	4	0	0	0	0	0	0	1	2	0	2	0	1	0	0
Payroll Services	5	0	5	5	0	0	0	0	0	0	0	0	0	5	0	0	0	0
Philosophy	14	6	8	5	4	0	2	0	0	0	0	5	1	2	0	0	0	0
Physics and Engineering	19	16	3	12	6	0	3	7	0	0	0	1	0	1	1	0	0	0
Planning	4	1	3	2	1	0	0	0	0	0	0	1	0	1	1	0	0	0
Political Science	10	6	4	5	4	0	2	0	0	0	0	1	0	2	1	0	0	0
President - Admin	6	1	5	2	0	0	0	1	0	0	0	4	0	1	0	0	0	0
Procurement & Contr Services	6	2	4	4	1	0	1	0	0	0	0	1	1	2	0	0	0	0
Project Management	3	3	0	1	2	0	0	1	0	0	0	0	0	0	0	0	0	0
Project Rebound	3	2	1	3	0	1	0	0	0	0	1	0	0	1	0	0	0	0
Provost	4	1	3	3	0	1	0	0	0	0	0	1	1	1	0	0	0	0
Psychology	31	12	19	8	9	1	1	1	0	0	0	14	0	1	2	1	0	1
Public Administration	12	7	5	7	3	1	1	1	0	0	1	2	0	1	2	0	0	0
Public Affairs & Communication	4	3	1	2	2	0	1	0	0	0	0	0	0	1	0	0	0	0
Religious Studies	7	6	1	2	4	0	2	0	0	0	0	1	0	0	0	0	0	0
Reprographics	3	0	3	2	0	0	0	0	0	0	0	1	0	1	1	0	0	0
Safety & Risk Services	5	3	2	3	1	1	1	0	0	0	0	1	0	1	0	0	0	0



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## Workforce Analysis Summary

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
Social Sciences & Educ Admin	8	2	6	6	1	0	1	0	0	0	0	1	0	3	1	0	0	1
Social Work	15	5	10	8	0	0	2	3	0	0	0	7	0	2	1	0	0	0
Sociology	18	8	10	14	2	2	3	1	0	0	0	2	3	5	0	0	0	0
Special Education	18	6	12	7	2	1	2	0	1	0	0	9	1	1	1	0	0	0
Special Session	2	0	2	1	0	0	0	0	0	0	0	1	0	1	0	0	0	0
SS& E Instruction	6	0	6	2	0	0	0	0	0	0	0	4	1	0	1	0	0	0
SSE Advising Center	8	1	7	5	0	0	1	0	0	0	0	3	0	4	0	0	0	0
Stud Affairs Accounting & Rptg	2	0	2	1	0	0	0	0	0	0	0	1	0	1	0	0	0	0
Student Financial Services	9	1	8	4	0	0	1	0	0	0	0	5	0	3	0	0	0	0
Student Involvement & Ldrshp	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Student Recreation Center	6	2	4	3	1	1	0	0	0	0	0	2	0	2	0	0	0	0
Student Union Administration	3	2	1	3	0	1	1	0	0	0	0	0	0	1	0	0	0	0
Teacher Education	85	24	61	27	14	1	8	0	0	1	0	44	3	10	1	0	1	2
Testing	1	1	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Theatre	12	4	8	5	2	1	1	0	0	0	0	5	0	3	0	0	0	0
UA Athletics Development	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
University Advancement	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
University Police	21	10	11	13	5	1	4	0	0	0	0	3	0	7	1	0	0	0
Veteran's Center	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
Vice President - BAS	4	1	3	2	1	0	0	0	0	0	0	1	0	2	0	0	0	0
VP - University Advancement	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0

# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Workforce Analysis Summary

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
VP Student Affairs	6	3	3	4	1	2	0	0	0	0	0	1	0	1	1	0	0	0
Web Services	5	4	1	3	2	0	0	2	0	0	0	0	0	0	1	0	0	0
<b>Total (#)</b>	<b>1,245</b>	<b>534</b>	<b>711</b>	<b>595</b>	<b>281</b>	<b>43</b>	<b>124</b>	<b>66</b>	<b>6</b>	<b>3</b>	<b>11</b>	<b>369</b>	<b>44</b>	<b>217</b>	<b>61</b>	<b>4</b>	<b>3</b>	<b>13</b>
<b>Total (%)</b>		<b>42.9</b>	<b>57.1</b>	<b>47.8</b>	<b>22.6</b>	<b>3.5</b>	<b>10.0</b>	<b>5.3</b>	<b>0.5</b>	<b>0.2</b>	<b>0.9</b>	<b>29.6</b>	<b>3.5</b>	<b>17.4</b>	<b>4.9</b>	<b>0.3</b>	<b>0.2</b>	<b>1.0</b>

# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Job Group Analysis

**Job Group:** A1 - EXECUTIVES & DIRECTORS

**EEO**

Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
1	3318 - 1	Administrator I	14	5	9	9	5
1	3312 - 1	Administrator II	37	13	24	21	16
1	3306 - 1	Administrator III	25	16	9	9	16
1	3300 - 1	Administrator IV	15	11	4	9	6
1	2977 - 0	President	1	0	1	1	0
<b>Total (#)</b>			<b>92</b>	<b>45</b>	<b>47</b>	<b>49</b>	<b>43</b>
<b>Total (%)</b>				<b>48.9</b>	<b>51.1</b>	<b>53.3</b>	<b>46.7</b>

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

# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Job Group Analysis

**Job Group:** B1 - DEPARTMENT CHAIR

**EEO**

Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
5	2481 - 4	DEPARTMENT CHAIR - 12 MONTH	1	1	0	1	0
5	2482 - 3	DEPARTMENT CHAIR - ACADEMIC YEAR	1	0	1	0	1
5	2481 - 5	Dept Chair 12 Mo	2	1	1	1	1
5	2482 - 4	Dept Chair AY	8	6	2	5	3
5	2482 - 5	Dept Chair AY	10	8	2	6	4
<b>Total (#)</b>			<b>22</b>	<b>16</b>	<b>6</b>	<b>13</b>	<b>9</b>
<b>Total (%)</b>				<b>72.7</b>	<b>27.3</b>	<b>59.1</b>	<b>40.9</b>

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

# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Job Group Analysis

**Job Group:** B2 - INSTRUCTIONAL FACULTY

**EEO**

Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
5	2360 - 3	Instr Fac AY	92	46	46	42	50
5	2360 - 4	Instr Fac AY	54	30	24	29	25
5	2360 - 5	Instr Fac AY	68	38	30	42	26
<b>Total (#)</b>			<b>214</b>	<b>114</b>	<b>100</b>	<b>113</b>	<b>101</b>
<b>Total (%)</b>				<b>53.3</b>	<b>46.7</b>	<b>52.8</b>	<b>47.2</b>

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

# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Job Group Analysis

**Job Group:** B3 - LECTURERS

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
5	2359 - 3	LECTURER - 12 MONTH	2	1	1	1	1
5	2358 - 2	Lecturer AY	260	96	164	167	93
5	2358 - 3	Lecturer AY	114	58	56	68	46
5	2358 - 4	Lecturer AY	34	11	23	28	6
5	2358 - 5	Lecturer AY	3	3	0	2	1
<b>Total (#)</b>			<b>413</b>	<b>169</b>	<b>244</b>	<b>266</b>	<b>147</b>
<b>Total (%)</b>				<b>40.9</b>	<b>59.1</b>	<b>64.4</b>	<b>35.6</b>

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

# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Job Group Analysis

Job Group: C2 - COACHES

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
4	2378 - 0	Coach AY	2	1	1	2	0
4	2382 - 0	Coaching Assistant 12 Mo	8	6	2	6	2
4	2384 - 0	Coaching Assistant AY	10	6	4	6	4
4	2379 - 0	Coaching Specialist 12 Mo	8	6	2	3	5
4	2381 - 0	Coaching Specialist AY	1	1	0	0	1
<b>Total (#)</b>			<b>29</b>	<b>20</b>	<b>9</b>	<b>17</b>	<b>12</b>
<b>Total (%)</b>				<b>69.0</b>	<b>31.0</b>	<b>58.6</b>	<b>41.4</b>

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

# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Job Group Analysis

**Job Group:** C3 - ARTS, DESIGN, ENTERTAINMENT, SPORTS AND MEDIA OCCUPATIONS

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
4	2376 - 0	Coach 12 Mo	2	1	1	1	1
4	0820 - 1	Graphic Designer 12 Mo	1	0	1	0	1
4	0820 - 2	GRAPHIC DESIGNER -12 MONTH	1	1	0	1	0
4	7170 - 1	Interpreter I	1	0	1	1	0
4	0810 - 2	Media Prod Spec 12 Mo	3	3	0	1	2
4	0840 - 3	Performing Arts Tech 12 Mo	1	1	0	1	0
4	0800 - 1	Pub Affairs/Comm Spec 12 Mo	2	1	1	0	2
4	0800 - 2	Pub Affairs/Comm Spec 12 Mo	11	6	5	8	3
4	0800 - 3	Pub Affairs/Comm Spec 12 Mo	2	1	1	1	1
<b>Total (#)</b>			<b>24</b>	<b>14</b>	<b>10</b>	<b>14</b>	<b>10</b>
<b>Total (%)</b>				<b>58.3</b>	<b>41.7</b>	<b>58.3</b>	<b>41.7</b>

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



# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Job Group Analysis

**Job Group:** C4 - BUSINESS AND FINANCIAL OPERATIONS OCCUPATIONS

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
2	1762 - 1	Accountant I	2	1	1	0	2
2	4555 - 1	Accountant II	5	1	4	2	3
2	4556 - 1	Accountant III	5	1	4	1	4
2	1038 - 1	Admin Analyst/Spclst 12 Mo	14	1	13	6	8
2	1038 - 2	Admin Analyst/Spclst 12 Mo	20	4	16	10	10
2	1038 - 3	Admin Analyst/Spclst 12 Mo	12	2	10	4	8
2	1038 - 4	Admin Analyst/Spclst 12 Mo	1	0	1	1	0
2	5783 - 1	Assoc, Acad & Instit Studies 2	3	0	3	0	3
2	5287 - 1	Budget Analyst	1	0	1	0	1
2	4792 - 1	Buyer II	2	1	1	1	1
2	1176 - 2	Cnfdntl Admin Support 12 Mo	8	0	8	3	5
<b>Total (#)</b>			<b>73</b>	<b>11</b>	<b>62</b>	<b>28</b>	<b>45</b>
<b>Total (%)</b>				<b>15.1</b>	<b>84.9</b>	<b>38.4</b>	<b>61.6</b>

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

# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Job Group Analysis

**Job Group:** C5 - COMMUNITY AND SOCIAL SERVICE OCCUPATIONS

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
4	8147 - 1	Health Educator	1	0	1	1	0
4	3079 - 2	SSP I	7	4	3	2	5
4	3078 - 9	SSP I 10 Mo	1	1	0	0	1
4	3082 - 1	SSP II	58	13	45	14	44
4	3081 - 8	SSP II 10 Mo	2	0	2	1	1
4	8523 - 8	SSP II 10 Mo-NE	1	0	1	0	1
4	3084 - 1	SSP III	14	3	11	3	11
4	8521 - 1	SSP II-NE	1	0	1	0	1
4	3086 - 1	SSP IV	13	4	9	6	7
4	3087 - 0	SSP IV AY	1	1	0	1	0
4	8527 - 1	SSP IV-NE	1	1	0	0	1
4	3084 - 6	STUDENT SERVICES PROFESSIONAL III	1	0	1	0	1
<b>Total (#)</b>			<b>101</b>	<b>27</b>	<b>74</b>	<b>28</b>	<b>73</b>
<b>Total (%)</b>				<b>26.7</b>	<b>73.3</b>	<b>27.7</b>	<b>72.3</b>

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

# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Job Group Analysis

**Job Group:** C6 - COMPUTER, ENGINEERING, AND SCIENCE OCCUPATIONS

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
3	0400 - 2	Analyst/Programmer 12 Mo	11	7	4	6	5
3	0400 - 3	Analyst/Programmer 12 Mo	2	2	0	2	0
3	1173 - 3	Cnfdntl Tech Support 12 Mo	1	1	0	1	0
3	0420 - 1	Info Tech Consultant 12 Mo	4	4	0	3	1
3	0420 - 2	Info Tech Consultant 12 Mo	14	14	0	12	2
3	0430 - 2	Network Analyst 12 Mo	3	3	0	2	1
3	0430 - 3	Network Analyst 12 Mo	1	1	0	1	0
3	0410 - 2	Operating Sys Analyst 12 Mo	5	5	0	2	3
3	0410 - 3	Operating Sys Analyst 12 Mo	1	1	0	0	1
<b>Total (#)</b>			<b>42</b>	<b>38</b>	<b>4</b>	<b>29</b>	<b>13</b>
<b>Total (%)</b>				<b>90.5</b>	<b>9.5</b>	<b>69.0</b>	<b>31.0</b>

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

# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Job Group Analysis

**Job Group:** C7 - EDUCATION, TRAINING , AND LIBRARY OCCUPATIONS

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
8	5182 - 1	Extended Ed Specialist II	1	0	1	1	0
8	1615 - 1	Instructional Support Tech I	3	1	2	1	2
8	1617 - 1	Instructional Support Tech II	1	1	0	1	0
8	1617 - 8	Instructional Support Tech II	1	0	1	1	0
8	1619 - 1	Instructional Support Tech III	2	1	1	1	1
8	2354 - 1	Teaching Associate AY	8	2	6	3	5
<b>Total (#)</b>			<b>16</b>	<b>5</b>	<b>11</b>	<b>8</b>	<b>8</b>
<b>Total (%)</b>				<b>31.3</b>	<b>68.8</b>	<b>50.0</b>	<b>50.0</b>

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

# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Job Group Analysis

**Job Group:** C8 - LIFE, PHYSICAL, AND SOCIAL SCIENCE OCCUPATIONS

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
3	5683 - 1	Research Technician I	1	0	1	0	1
3	5681 - 1	Research Technician II	2	1	1	2	0
3	5680 - 1	Research Technician III	1	0	1	1	0
3	3071 - 0	SSP Academic Related I AY	2	0	2	1	1
3	3073 - 0	SSP Academic Related II AY	1	1	0	1	0
3	3075 - 0	SSP Academic Related III AY	3	1	2	2	1
<b>Total (#)</b>			<b>10</b>	<b>3</b>	<b>7</b>	<b>7</b>	<b>3</b>
<b>Total (%)</b>				<b>30.0</b>	<b>70.0</b>	<b>70.0</b>	<b>30.0</b>

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

# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Job Group Analysis

**Job Group:** C9 - LIBRARIANS, CURATORS, AND ARCHIVISTS

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
7	2920 - 2	Librarian 12 Mo	2	1	1	2	0
7	2920 - 3	Librarian 12 Mo	4	1	3	3	1
7	2920 - 4	Librarian 12 Mo	1	0	1	1	0
7	2920 - 5	Librarian 12 Mo	4	1	3	3	1
7	2887 - 1	Library Services Spec II	1	1	0	0	1
7	2888 - 1	Library Services Spec III	7	2	5	1	6
7	2889 - 1	Library Services Spec IV	3	0	3	1	2
<b>Total (#)</b>			<b>22</b>	<b>6</b>	<b>16</b>	<b>11</b>	<b>11</b>
<b>Total (%)</b>				<b>27.3</b>	<b>72.7</b>	<b>50.0</b>	<b>50.0</b>

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

# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Job Group Analysis

**Job Group:** D1 - ADMIN SUPPORT & CLERKS

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
12	1030 - 1	Admin Support Assistant 10/12	1	0	1	1	0
12	1032 - 1	Admin Support Assistant 12 Mo	5	0	5	0	5
12	1032 - 2	Admin Support Assistant 12 Mo	10	0	10	4	6
12	1033 - 1	Admin Support Coord 10/12	3	0	3	1	2
12	1033 - 2	Admin Support Coord 10/12	1	0	1	1	0
12	1034 - 1	Admin Support Coord 11/12	5	0	5	2	3
12	1034 - 2	Admin Support Coord 11/12	1	0	1	1	0
12	1035 - 1	Admin Support Coord 12 Mo	36	1	35	13	23
12	1035 - 2	Admin Support Coord 12 Mo	14	2	12	6	8
12	1170 - 2	Cnfdntl Office Support 12 Mo	2	0	2	0	2
12	1504 - 1	Mail Services Supervisor I	1	1	0	1	0
12	1100 - 1	PAYROLL TECHNICIAN I	1	0	1	0	1
12	1101 - 1	Payroll Technician II	2	0	2	0	2
12	1148 - 1	Presidential Aide	1	0	1	1	0
12	1549 - 1	Property Clerk II	1	1	0	1	0
12	1502 - 1	Shipping And Receivng Ast I	1	1	0	0	1
<b>Total (#)</b>			<b>85</b>	<b>6</b>	<b>79</b>	<b>32</b>	<b>53</b>
<b>Total (%)</b>				<b>7.1</b>	<b>92.9</b>	<b>37.6</b>	<b>62.4</b>

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

# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Job Group Analysis

**Job Group:** E1 - OTHER ADMIN SUPPORT

**EEO**

Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
12	1730 - 1	Accounting Technician I	2	0	2	0	2
12	1741 - 1	Accounting Technician II	6	1	5	1	5
12	1740 - 1	Accounting Technician III	4	0	4	3	1
12	1759 - 1	Collections Rep II	1	0	1	1	0
12	1758 - 1	COLLECTIONS REPRESENTATIVE I	1	0	1	1	0
12	8820 - 1	Community Service Spec 12 Mo	1	0	1	0	1
12	2630 - 1	Credential Analyst II	1	0	1	1	0
12	8800 - 1	Police Dispatcher 12 Mo	3	0	3	1	2
12	8800 - 2	Police Dispatcher 12 Mo	1	0	1	0	1
12	1483 - 1	Reprographics Specialist IV	1	0	1	1	0
12	2635 - 1	Stdnt Pers Tech,Financial Aids	1	0	1	0	1
<b>Total (#)</b>			<b>22</b>	<b>1</b>	<b>21</b>	<b>9</b>	<b>13</b>
<b>Total (%)</b>				<b>4.5</b>	<b>95.5</b>	<b>40.9</b>	<b>59.1</b>

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



# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Job Group Analysis

**Job Group:** F1 - SKILLED WORKERS

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
13	6699 - 1	Air Cond/Refrig Mechanic	3	3	0	3	0
13	6533 - 1	Electrician	1	1	0	1	0
3	0440 - 2	Equip Systems Specialist 12 Mo	2	2	0	1	1
3	0440 - 3	Equip Systems Specialist 12 Mo	1	1	0	0	1
13	7012 - 1	Equip Tech II, Electro-Mechnl	1	1	0	0	1
13	7024 - 1	Equip Tech III, Splized Equip	1	1	0	0	1
13	6940 - 1	Facilities Maintenance Mech	2	2	0	2	0
13	6265 - 1	FACILITIES PROJECT SUPERVISOR	1	1	0	1	0
13	6250 - 1	Facilities Worker I	1	1	0	0	1
13	6251 - 1	Facilities Worker II	1	1	0	1	0
13	0745 - 1	Gardening Specialist	2	2	0	0	2
13	0735 - 1	Irrigation Specialist	1	1	0	0	1
13	6852 - 1	Lead Auto/Equip Mechanic	1	1	0	0	1
13	6532 - 1	Lead Electrician	1	1	0	1	0
13	6643 - 1	Lead Locksmith	1	1	0	0	1
13	6525 - 1	Lead Painter	1	1	0	0	1
13	6548 - 1	Lead Plumber	1	1	0	1	0
<b>Total (#)</b>			<b>22</b>	<b>22</b>	<b>0</b>	<b>11</b>	<b>11</b>
<b>Total (%)</b>				<b>100.0</b>	<b>0.0</b>	<b>50.0</b>	<b>50.0</b>

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

# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Job Group Analysis

**Job Group:** G1 - MAINTENANCE STAFF

**EEO**

			Total				
Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
13	2010 - 1	Custodian	17	11	6	1	16
13	0731 - 1	Groundswoker	11	11	0	0	11
13	2015 - 1	Lead Custodian	2	1	1	0	2
13	0726 - 1	Lead Groundswoker	1	1	0	1	0
<b>Total (#)</b>			<b>31</b>	<b>24</b>	<b>7</b>	<b>2</b>	<b>29</b>
<b>Total (%)</b>				<b>77.4</b>	<b>22.6</b>	<b>6.5</b>	<b>93.5</b>

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

# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Job Group Analysis

**Job Group:** H1 - PRODUCTION, TRANSPORTATION, AND MATERIAL MOVING OCCUPAT

**EEO**

		Total					
Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
14	6700 - 1	Sprvsng Building Svc Engr	1	1	0	1	0
<b>Total (#)</b>			<b>1</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>
<b>Total (%)</b>				<b>100.0</b>	<b>0.0</b>	<b>100.0</b>	<b>0.0</b>

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

# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Job Group Analysis

**Job Group:** I1 - PROTECTIVE SERVICE OCCUPATIONS

**EEO**

			Total				
Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
10	8365 - 0	Corporal	2	1	1	2	0
10	8810 - 2	Parking Officer 12 Mo	1	0	1	1	0
10	8350 - 0	Police Officer	5	4	1	1	4
10	8354 - 0	Sergeant	4	3	1	1	3
<b>Total (#)</b>			<b>12</b>	<b>8</b>	<b>4</b>	<b>5</b>	<b>7</b>
<b>Total (%)</b>				<b>66.7</b>	<b>33.3</b>	<b>41.7</b>	<b>58.3</b>

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

# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Job Group Analysis

**Job Group:** J1 - HEALTHCARE PRACTITIONERS AND TECHNICAL OCCUPATIONS

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
9	8180 - 1	Athletic Trainer I 12 Mo	2	1	1	1	1
9	8185 - 1	Athletic Trainer II 12 Mo	2	1	1	1	1
9	8137 - 1	Clinical Assistant	2	0	2	2	0
9	7926 - 1	Clinical Lab Scientist II	1	0	1	1	0
9	7992 - 1	Pharmacist I	1	1	0	1	0
9	7750 - 8	PHYSICIAN - SPECIALTY SERVICES	1	0	1	0	1
9	7737 - 1	Physician-Primary Care	2	1	1	1	1
9	8154 - 1	Registered Nurse II	1	0	1	0	1
<b>Total (#)</b>			<b>12</b>	<b>4</b>	<b>8</b>	<b>7</b>	<b>5</b>
<b>Total (%)</b>				<b>33.3</b>	<b>66.7</b>	<b>58.3</b>	<b>41.7</b>

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

# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Job Group Analysis

**Job Group:** K1 - HEALTHCARE SUPPORT OCCUPATIONS

**EEO**

<b>Total</b>				
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Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
10	8148 - 1	Medical Assistant	2	0	2	0	2
<b>Total (#)</b>			<b>2</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>2</b>
<b>Total (%)</b>				<b>0.0</b>	<b>100.0</b>	<b>0.0</b>	<b>100.0</b>

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

# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Job Group Analysis Summary

Job Group	Total										
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
A1 - EXECUTIVES & DIRECTORS	92	45	47	43	49	17	17	7	0	0	2
B1 - DEPARTMENT CHAIR	22	16	6	9	13	1	3	5	0	0	0
B2 - INSTRUCTIONAL FACULTY	214	114	100	101	113	11	32	57	0	1	0
B3 - LECTURERS	413	169	244	147	266	24	78	29	4	1	11
C2 - COACHES	29	20	9	12	17	4	3	1	0	1	3
C3 - ARTS, DESIGN, ENTERTAINMENT, SPORTS AND MEDI	24	14	10	10	14	1	6	2	0	0	1
C4 - BUSINESS AND FINANCIAL OPERATIONS OCCUPATIOI	73	11	62	45	28	5	33	5	0	1	1
C5 - COMMUNITY AND SOCIAL SERVICE OCCUPATIONS	101	27	74	73	28	12	53	5	1	0	2
C6 - COMPUTER, ENGINEERING, AND SCIENCE OCCUPATI	42	38	4	13	29	0	7	6	0	0	0
C7 - EDUCATION, TRAINING , AND LIBRARY OCCUPATIONS	16	5	11	8	8	0	5	2	1	0	0
C8 - LIFE, PHYSICAL, AND SOCIAL SCIENCE OCCUPATION	10	3	7	3	7	1	1	1	0	0	0
C9 - LIBRARIANS, CURATORS, AND ARCHIVISTS	22	6	16	11	11	0	9	2	0	0	0
D1 - ADMIN SUPPORT & CLERKS	85	6	79	53	32	8	42	1	1	0	1
E1 - OTHER ADMIN SUPPORT	22	1	21	13	9	0	10	1	1	0	1
F1 - SKILLED WORKERS	22	22	0	11	11	1	6	1	2	1	0
G1 - MAINTENANCE STAFF	31	24	7	29	2	1	27	0	0	1	0
H1 - PRODUCTION, TRANSPORTATION, AND MATERIAL MC	1	1	0	0	1	0	0	0	0	0	0
I1 - PROTECTIVE SERVICE OCCUPATIONS	12	8	4	7	5	1	6	0	0	0	0
J1 - HEALTHCARE PRACTITIONERS AND TECHNICAL OCCU	12	4	8	5	7	0	2	1	0	0	2
K1 - HEALTHCARE SUPPORT OCCUPATIONS	2	0	2	2	0	0	1	1	0	0	0
<b>Total (#)</b>	<b>1,245</b>	<b>534</b>	<b>711</b>	<b>595</b>	<b>650</b>	<b>87</b>	<b>341</b>	<b>127</b>	<b>10</b>	<b>6</b>	<b>24</b>
<b>Total (%)</b>		<b>42.9</b>	<b>57.1</b>	<b>47.8</b>	<b>52.2</b>	<b>7.0</b>	<b>27.4</b>	<b>10.2</b>	<b>0.8</b>	<b>0.5</b>	<b>1.9</b>

# California State University, Bakersfield

Snapshot Date: 11/01/2021

## ZIP Code Analysis

Data Used: Employee

### Included Areas:

County/County Set	Count	Weight	Cut-Off Weight
Kern, California	1,100	88.35	93.78
Los Angeles, California	73	5.86	6.22
<b>Total:</b>	<b>1,173</b>	<b>94.22</b>	<b>100.00</b>

### Excluded Areas:

County/County Set	Count	Weight	Cut-Off Weight
Tulare, California	11	0.88	0.00
Orange, California	7	0.56	0.00
Ventura, California	7	0.56	0.00
San Bernardino, California	4	0.32	0.00
San Diego, California	4	0.32	0.00
San Luis Obispo, California	3	0.24	0.00
Fresno, California	3	0.24	0.00
Riverside, California	2	0.16	0.00
Santa Clara, California	2	0.16	0.00
Bristol+Providence, Rhode Island	1	0.08	0.00
Somerset, New Jersey	1	0.08	0.00
Orange, North Carolina	1	0.08	0.00
Lincoln, North Carolina	1	0.08	0.00
Union, North Carolina	1	0.08	0.00
Muscogee, Georgia	1	0.08	0.00
Brevard, Florida	1	0.08	0.00
Polk, Florida	1	0.08	0.00
Montgomery, Alabama	1	0.08	0.00
Dubuque, Iowa	1	0.08	0.00



# California State University, Bakersfield

Snapshot Date: 11/01/2021

## ZIP Code Analysis

Data Used: Employee

Excluded Areas:

County/County Set	Count	Weight	Cut-Off Weight
Goodhue+Wabasha, Minnesota	1	0.08	0.00
Carver, Minnesota	1	0.08	0.00
Cook, Illinois	1	0.08	0.00
Tulsa, Oklahoma	1	0.08	0.00
Montgomery, Texas	1	0.08	0.00
Boulder, Colorado	1	0.08	0.00
Salt Lake, Utah	1	0.08	0.00
Bernalillo, New Mexico	1	0.08	0.00
Clark+Nye, Nevada	1	0.08	0.00
Contra Costa, California	1	0.08	0.00
Solano, California	1	0.08	0.00
Santa Cruz, California	1	0.08	0.00
Merced, California	1	0.08	0.00
Stanislaus, California	1	0.08	0.00
Sacramento, California	1	0.08	0.00
Clatsop+Lincoln+Tillamook, Oregon	1	0.08	0.00
King, Washington	1	0.08	0.00
Clark, Washington	1	0.08	0.00
Puerto Rico	1	0.08	0.00
<b>Total:</b>	<b>72</b>	<b>5.78</b>	<b>0.00</b>
<b>Included and Excluded Total:</b>	<b>1,245</b>	<b>100.00</b>	<b>100.00</b>

# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Availability Analysis

**Job Group:** A1 - EXECUTIVES & DIRECTORS

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<b><u>External Factors</u></b>						
Local	64.5	31.3	21.00	13.6	6.6	See Zip Code Analysis
Reasonable	63.3	25.0	58.00	36.7	14.5	National
<b><u>Internal Factors</u></b>						
Feeders	37.0	44.1	21.00	7.8	9.3	Feeders
<b>Final Availability (%)</b>			<b>100.00</b>	<b>58.0</b>	<b>30.3</b>	

# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Availability Analysis

**Job Group:** B1 - DEPARTMENT CHAIR

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<b><u>Internal Factors</u></b>						
Feeders	47.3	46.6	100.00	47.3	46.6	Feeders
<b>Final Availability (%)</b>			<b>100.00</b>	<b>47.3</b>	<b>46.6</b>	

# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Availability Analysis

**Job Group:** B2 - INSTRUCTIONAL FACULTY

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<b><u>External Factors</u></b>						
Local	55.9	34.0	5.00	2.8	1.7	See Zip Code Analysis
Reasonable	48.0	25.2	80.00	38.4	20.2	National
<b><u>Internal Factors</u></b>						
Feeders	59.1	35.6	15.00	8.9	5.3	Feeders
<b>Final Availability (%)</b>			<b>100.00</b>	<b>50.1</b>	<b>27.2</b>	

**California State University, Bakersfield**

Snapshot Date: 11/01/2021

**Availability Analysis**

**Job Group:** B3 - LECTURERS

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<b>External Factors</b>						
Local	55.9	34.0	50.00	27.9	17.0	See Zip Code Analysis
Reasonable	48.0	25.2	50.00	24.0	12.6	National
<b>Final Availability (%)</b>			<b>100.00</b>	<b>51.9</b>	<b>29.6</b>	

# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Availability Analysis

Job Group: C2 - COACHES

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<b><u>External Factors</u></b>						
Local	45.3	31.4	44.00	19.9	13.8	See Zip Code Analysis
Reasonable	34.8	22.1	56.00	19.5	12.3	National
<b>Final Availability (%)</b>			<b>100.00</b>	<b>39.4</b>	<b>26.2</b>	

# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Availability Analysis

**Job Group:** C3 - ARTS, DESIGN, ENTERTAINMENT, SPORTS AND MEDIA OCCUPATIONS

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<b><u>External Factors</u></b>						
Local	78.9	46.8	54.00	42.6	25.2	See Zip Code Analysis
Reasonable	63.2	36.3	46.00	29.1	16.7	National
<b>Final Availability (%)</b>			<b>100.00</b>	<b>71.7</b>	<b>42.0</b>	

# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Availability Analysis

**Job Group:** C4 - BUSINESS AND FINANCIAL OPERATIONS OCCUPATIONS

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<b><u>External Factors</u></b>						
Local	64.8	33.2	80.00	51.8	26.6	See Zip Code Analysis
Reasonable	62.4	25.2	5.00	3.1	1.3	National
<b><u>Internal Factors</u></b>						
Feeders	94.2	60.7	15.00	14.1	9.1	Feeders
<b>Final Availability (%)</b>			<b>100.00</b>	<b>69.1</b>	<b>36.9</b>	



# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Availability Analysis

**Job Group:** C5 - COMMUNITY AND SOCIAL SERVICE OCCUPATIONS

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<b><u>External Factors</u></b>						
Local	85.0	46.7	100.00	85.0	46.7	See Zip Code Analysis
<b>Final Availability (%)</b>			<b>100.00</b>	<b>85.0</b>	<b>46.7</b>	

# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Availability Analysis

**Job Group:** C6 - COMPUTER, ENGINEERING, AND SCIENCE OCCUPATIONS

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<b><u>External Factors</u></b>						
Local	14.7	56.9	95.00	14.0	54.0	See Zip Code Analysis
Reasonable	24.4	32.3	5.00	1.2	1.6	National
<b>Final Availability (%)</b>			<b>100.00</b>	<b>15.2</b>	<b>55.6</b>	

# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Availability Analysis

**Job Group:** C7 - EDUCATION, TRAINING , AND LIBRARY OCCUPATIONS

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<b><u>External Factors</u></b>						
Local	40.1	39.0	100.00	40.1	39.0	See Zip Code Analysis
<b>Final Availability (%)</b>			<b>100.00</b>	<b>40.1</b>	<b>39.0</b>	

# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Availability Analysis

**Job Group:** C8 - LIFE, PHYSICAL, AND SOCIAL SCIENCE OCCUPATIONS

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<b><u>External Factors</u></b>						
Local	58.9	40.4	96.00	56.6	38.8	See Zip Code Analysis
Reasonable	50.2	25.9	4.00	2.0	1.0	National
<b>Final Availability (%)</b>			<b>100.00</b>	<b>58.6</b>	<b>39.9</b>	

**California State University, Bakersfield**

Snapshot Date: 11/01/2021

**Availability Analysis**

**Job Group:** C9 - LIBRARIANS, CURATORS, AND ARCHIVISTS

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<b>External Factors</b>						
Local	80.9	23.7	50.00	40.5	11.8	See Zip Code Analysis
Reasonable	83.6	15.7	50.00	41.8	7.9	National
<b>Final Availability (%)</b>			<b>100.00</b>	<b>82.3</b>	<b>19.7</b>	

# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Availability Analysis

**Job Group:** D1 - ADMIN SUPPORT & CLERKS

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<b><u>External Factors</u></b>						
Local	93.9	39.1	85.00	79.8	33.3	See Zip Code Analysis
Reasonable	93.3	24.5	1.00	0.9	0.2	National
<b><u>Internal Factors</u></b>						
Feeders	95.5	59.1	14.00	13.4	8.3	Feeders
<b>Final Availability (%)</b>			<b>100.00</b>	<b>94.1</b>	<b>41.8</b>	

**California State University, Bakersfield**

Snapshot Date: 11/01/2021

**Availability Analysis**

**Job Group:** E1 - OTHER ADMIN SUPPORT

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<b>External Factors</b>						
Local	82.0	39.6	92.00	75.4	36.4	See Zip Code Analysis
Reasonable	79.2	27.0	8.00	6.3	2.2	National
<b>Final Availability (%)</b>			<b>100.00</b>	<b>81.8</b>	<b>38.6</b>	

# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Availability Analysis

**Job Group:** F1 - SKILLED WORKERS

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<b><u>External Factors</u></b>						
Local	3.8	57.8	100.00	3.8	57.8	See Zip Code Analysis
<b>Final Availability (%)</b>			<b>100.00</b>	<b>3.8</b>	<b>57.8</b>	



# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Availability Analysis

**Job Group:** G1 - MAINTENANCE STAFF

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<b><u>External Factors</u></b>						
Local	21.9	70.0	100.00	21.9	70.0	See Zip Code Analysis
<b>Final Availability (%)</b>			<b>100.00</b>	<b>21.9</b>	<b>70.0</b>	

# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Availability Analysis

**Job Group:** H1 - PRODUCTION, TRANSPORTATION, AND MATERIAL MOVING OCCUPATIONS

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<b><u>External Factors</u></b>						
Local	13.5	20.3	100.00	13.5	20.3	See Zip Code Analysis
<b>Final Availability (%)</b>			<b>100.00</b>	<b>13.5</b>	<b>20.3</b>	

# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Availability Analysis

**Job Group:** I1 - PROTECTIVE SERVICE OCCUPATIONS

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<b><u>External Factors</u></b>						
Local	14.5	30.4	90.00	13.0	27.3	See Zip Code Analysis
Reasonable	15.3	25.8	10.00	1.5	2.6	National
<b>Final Availability (%)</b>			<b>100.00</b>	<b>14.6</b>	<b>29.9</b>	

# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Availability Analysis

**Job Group:** J1 - HEALTHCARE PRACTITIONERS AND TECHNICAL OCCUPATIONS

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<b><u>External Factors</u></b>						
Local	58.5	47.6	96.00	56.2	45.7	See Zip Code Analysis
Reasonable	55.9	28.8	4.00	2.2	1.2	National
<b>Final Availability (%)</b>			<b>100.00</b>	<b>58.4</b>	<b>46.9</b>	

# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Availability Analysis

**Job Group:** K1 - HEALTHCARE SUPPORT OCCUPATIONS

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<b><u>External Factors</u></b>						
Local	71.4	76.8	100.00	71.4	76.8	See Zip Code Analysis
<b>Final Availability (%)</b>			<b>100.00</b>	<b>71.4</b>	<b>76.8</b>	

# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Internal Availability

**AAP:** CSU Bakersfield  
**Job Group:** A1 - EXECUTIVES & DIRECTORS

Plan	Feeder	Wght (%)	Raw (%)										Weighted (%)							
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
CSU Bakersfield	B1 - DEPARTMENT CHA	50.00	27.3	40.9	59.1	4.5	13.6	22.7	0.0	0.0	0.0	13.6	20.5	29.5	2.3	6.8	11.4	0.0	0.0	0.0
CSU Bakersfield	B2 - INSTRUCTIONAL FA	50.00	46.7	47.2	52.8	5.1	15.0	26.6	0.0	0.5	0.0	23.4	23.6	26.4	2.6	7.5	13.3	0.0	0.2	0.0
<b>Total:</b>		<b>100.00</b>										<b>37.0</b>	<b>44.1</b>	<b>55.9</b>	<b>4.8</b>	<b>14.3</b>	<b>24.7</b>	<b>0.0</b>	<b>0.2</b>	<b>0.0</b>

# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Internal Availability

**AAP:** CSU Bakersfield  
**Job Group:** B1 - DEPARTMENT CHAIR

Plan	Feeder	Wght (%)	Raw (%)										Weighted (%)							
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
CSU Bakersfield	B2 - INSTRUCTIONAL FA	95.00	46.7	47.2	52.8	5.1	15.0	26.6	0.0	0.5	0.0	44.4	44.8	50.2	4.9	14.2	25.3	0.0	0.4	0.0
CSU Bakersfield	B3 - LECTURERS	5.00	59.1	35.6	64.4	5.8	18.9	7.0	1.0	0.2	2.7	3.0	1.8	3.2	0.3	0.9	0.4	0.0	0.0	0.1
<b>Total:</b>		<b>100.00</b>										<b>47.3</b>	<b>46.6</b>	<b>53.4</b>	<b>5.2</b>	<b>15.1</b>	<b>25.7</b>	<b>0.0</b>	<b>0.5</b>	<b>0.1</b>

# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Internal Availability

**AAP:** CSU Bakersfield  
**Job Group:** B2 - INSTRUCTIONAL FACULTY

Plan	Feeder	Wght (%)	Raw (%)										Weighted (%)									
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+		
CSU Bakersfield	B3 - LECTURERS	100.00	59.1	35.6	64.4	5.8	18.9	7.0	1.0	0.2	2.7	59.1	35.6	64.4	5.8	18.9	7.0	1.0	0.2	2.7		
<b>Total:</b>		<b>100.00</b>										<b>59.1</b>	<b>35.6</b>	<b>64.4</b>	<b>5.8</b>	<b>18.9</b>	<b>7.0</b>	<b>1.0</b>	<b>0.2</b>	<b>2.7</b>		



# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Internal Availability

**AAP:** CSU Bakersfield

**Job Group:** C4 - BUSINESS AND FINANCIAL OPERATIONS OCCUPATIONS

Plan	Feeder	Wght (%)	Raw (%)										Weighted (%)									
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+		
CSU Bakersfield	D1 - ADMIN SUPPORT &	50.00	92.9	62.4	37.6	9.4	49.4	1.2	1.2	0.0	1.2	46.5	31.2	18.8	4.7	24.7	0.6	0.6	0.0	0.6		
CSU Bakersfield	E1 - OTHER ADMIN SUP	50.00	95.5	59.1	40.9	0.0	45.5	4.5	4.5	0.0	4.5	47.7	29.5	20.5	0.0	22.7	2.3	2.3	0.0	2.3		
<b>Total:</b>		<b>100.00</b>										<b>94.2</b>	<b>60.7</b>	<b>39.3</b>	<b>4.7</b>	<b>47.4</b>	<b>2.9</b>	<b>2.9</b>	<b>0.0</b>	<b>2.9</b>		

# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Internal Availability

**AAP:** CSU Bakersfield  
**Job Group:** D1 - ADMIN SUPPORT & CLERKS

Plan	Feeder	Wght (%)	Raw (%)										Weighted (%)									
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+		
CSU Bakersfield	E1 - OTHER ADMIN SUP	100.00	95.5	59.1	40.9	0.0	45.5	4.5	4.5	0.0	4.5	95.5	59.1	40.9	0.0	45.5	4.5	4.5	0.0	4.5		
<b>Total:</b>		<b>100.00</b>										<b>95.5</b>	<b>59.1</b>	<b>40.9</b>	<b>0.0</b>	<b>45.5</b>	<b>4.5</b>	<b>4.5</b>	<b>0.0</b>	<b>4.5</b>		

# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Comparison of Incumbency to Availability and Placement Goals

**Job Group:** A1 - EXECUTIVES & DIRECTORS

**Test:** Whole Person

**Total Employees:** 92

Total		
	FEMALE	MINORITY
Employees (#)	47	43
Employees (%)	51.1	46.7
Availability (%) Goal	58.0	30.3
Test: Whole Person	<b>YES</b>	NO
Add'l Needed to Eliminate Problem Area (#)	6	0

# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Comparison of Incumbency to Availability and Placement Goals

**Job Group:** B1 - DEPARTMENT CHAIR  
**Test:** Whole Person  
**Total Employees:** 22

Total		
	FEMALE	MINORITY
Employees (#)	6	9
Employees (%)	27.3	40.9
Availability (%) Goal	47.3	46.6
Test: Whole Person	<b>YES</b>	<b>YES</b>
Add'l Needed to Eliminate Problem Area (#)	4	1

# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Comparison of Incumbency to Availability and Placement Goals

**Job Group:** B2 - INSTRUCTIONAL FACULTY

**Test:** Whole Person

**Total Employees:** 214

Total		
	FEMALE	MINORITY
Employees (#)	100	101
Employees (%)	46.7	47.2
Availability (%) Goal	50.1	27.2
Test: Whole Person	YES	NO
Add'l Needed to Eliminate Problem Area (#)	7	0

# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Comparison of Incumbency to Availability and Placement Goals

**Job Group:** B3 - LECTURERS  
**Test:** Whole Person  
**Total Employees:** 413

Total		
	FEMALE	MINORITY
Employees (#)	244	147
Employees (%)	59.1	35.6
Availability (%) Goal	51.9	29.6
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Comparison of Incumbency to Availability and Placement Goals

**Job Group:** C2 - COACHES  
**Test:** Whole Person  
**Total Employees:** 29

Total		
	FEMALE	MINORITY
Employees (#)	9	12
Employees (%)	31.0	41.4
Availability (%) Goal	39.4	26.2
Test: Whole Person	YES	NO
Add'l Needed to Eliminate Problem Area (#)	2	0

# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Comparison of Incumbency to Availability and Placement Goals

**Job Group:** C3 - ARTS, DESIGN, ENTERTAINMENT, SPORTS AND MEDIA OCCUPATIONS

**Test:** Whole Person

**Total Employees:** 24

<b>Total</b>
--------------

	FEMALE	MINORITY
Employees (#)	10	10
Employees (%)	41.7	41.7
Availability (%) Goal	71.7	42.0
Test: Whole Person	<b>YES</b>	NO
Add'l Needed to Eliminate Problem Area (#)	7	0



# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Comparison of Incumbency to Availability and Placement Goals

**Job Group:** C4 - BUSINESS AND FINANCIAL OPERATIONS OCCUPATIONS

**Test:** Whole Person

**Total Employees:** 73

<b>Total</b>
--------------

	FEMALE	MINORITY
Employees (#)	62	45
Employees (%)	84.9	61.6
Availability (%) Goal	69.1	36.9
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Comparison of Incumbency to Availability and Placement Goals

**Job Group:** C5 - COMMUNITY AND SOCIAL SERVICE OCCUPATIONS

**Test:** Whole Person

**Total Employees:** 101

Total		
	FEMALE	MINORITY
Employees (#)	74	73
Employees (%)	73.3	72.3
Availability (%) Goal	85.0	46.7
Test: Whole Person	<b>YES</b>	NO
Add'l Needed to Eliminate Problem Area (#)	11	0

# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Comparison of Incumbency to Availability and Placement Goals

**Job Group:** C6 - COMPUTER, ENGINEERING, AND SCIENCE OCCUPATIONS

**Test:** Whole Person

**Total Employees:** 42

Total		
	FEMALE	MINORITY
Employees (#)	4	13
Employees (%)	9.5	31.0
Availability (%) Goal	15.2	55.6
Test: Whole Person	<b>YES</b>	<b>YES</b>
Add'l Needed to Eliminate Problem Area (#)	2	10

# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Comparison of Incumbency to Availability and Placement Goals

**Job Group:** C7 - EDUCATION, TRAINING , AND LIBRARY OCCUPATIONS

**Test:** Whole Person

**Total Employees:** 16

Total		
	FEMALE	MINORITY
Employees (#)	11	8
Employees (%)	68.8	50.0
Availability (%) Goal	40.1	39.0
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Comparison of Incumbency to Availability and Placement Goals

**Job Group:** C8 - LIFE, PHYSICAL, AND SOCIAL SCIENCE OCCUPATIONS

**Test:** Whole Person

**Total Employees:** 10

Total		
	FEMALE	MINORITY
Employees (#)	7	3
Employees (%)	70.0	30.0
Availability (%) Goal	58.6	39.9
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Comparison of Incumbency to Availability and Placement Goals

**Job Group:** C9 - LIBRARIANS, CURATORS, AND ARCHIVISTS

**Test:** Whole Person

**Total Employees:** 22

Total		
	FEMALE	MINORITY
Employees (#)	16	11
Employees (%)	72.7	50.0
Availability (%) Goal	82.3	19.7
Test: Whole Person	<b>YES</b>	NO
Add'l Needed to Eliminate Problem Area (#)	2	0

# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Comparison of Incumbency to Availability and Placement Goals

**Job Group:** D1 - ADMIN SUPPORT & CLERKS

**Test:** Whole Person

**Total Employees:** 85

Total		
	FEMALE	MINORITY
Employees (#)	79	53
Employees (%)	92.9	62.4
Availability (%) Goal	94.1	41.8
Test: Whole Person	YES	NO
Add'l Needed to Eliminate Problem Area (#)	1	0

# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Comparison of Incumbency to Availability and Placement Goals

**Job Group:** E1 - OTHER ADMIN SUPPORT

**Test:** Whole Person

**Total Employees:** 22

<b>Total</b>
--------------

	FEMALE	MINORITY
Employees (#)	21	13
Employees (%)	95.5	59.1
Availability (%) Goal	81.8	38.6
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0



# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Comparison of Incumbency to Availability and Placement Goals

**Job Group:** F1 - SKILLED WORKERS  
**Test:** Whole Person  
**Total Employees:** 22

Total		
	FEMALE	MINORITY
Employees (#)	0	11
Employees (%)	0.0	50.0
Availability (%) Goal	3.8	57.8
Test: Whole Person	NO	<span style="background-color: red; color: white;">YES</span>
Add'l Needed to Eliminate Problem Area (#)	0	1

# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Comparison of Incumbency to Availability and Placement Goals

**Job Group:** G1 - MAINTENANCE STAFF

**Test:** Whole Person

**Total Employees:** 31

Total		
	FEMALE	MINORITY
Employees (#)	7	29
Employees (%)	22.6	93.5
Availability (%) Goal	21.9	70.0
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Comparison of Incumbency to Availability and Placement Goals

**Job Group:** H1 - PRODUCTION, TRANSPORTATION, AND MATERIAL MOVING OCCUPATIONS

**Test:** Whole Person

**Total Employees:** 1

Total		
	FEMALE	MINORITY
Employees (#)	0	0
Employees (%)	0.0	0.0
Availability (%) Goal	13.5	20.3
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Comparison of Incumbency to Availability and Placement Goals

**Job Group:** I1 - PROTECTIVE SERVICE OCCUPATIONS

**Test:** Whole Person

**Total Employees:** 12

Total		
	FEMALE	MINORITY
Employees (#)	4	7
Employees (%)	33.3	58.3
Availability (%) Goal	14.6	29.9
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Comparison of Incumbency to Availability and Placement Goals

**Job Group:** J1 - HEALTHCARE PRACTITIONERS AND TECHNICAL OCCUPATIONS

**Test:** Whole Person

**Total Employees:** 12

Total		
	FEMALE	MINORITY
Employees (#)	8	5
Employees (%)	66.7	41.7
Availability (%) Goal	58.4	46.9
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Comparison of Incumbency to Availability and Placement Goals

**Job Group:** K1 - HEALTHCARE SUPPORT OCCUPATIONS

**Test:** Whole Person

**Total Employees:** 2

<b>Total</b>
--------------

	FEMALE	MINORITY
Employees (#)	2	2
Employees (%)	100.0	100.0
Availability (%) Goal	71.4	76.8
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

**California State University, Bakersfield**  
**Goals Progress**

Job Group	Representation as of Previous AAP				Goal/Availability from Previous AAP	Placements*			Achieved?
	Total Employees	Gender/Race Groups	#	%		Total Placements	#	%	
A1 - EXECUTIVES & DIRECTORS	104	Females	46	44.2%	59.2%	19	15	78.9%	YES
		Minority	46	44.2%			10	52.6%	
B1 - DEPARTMENT CHAIR	27	Females	11	40.7%	43.9%	0	0	0.0%	NO
		Minority	8	29.6%			0	0.0%	
B2 - INSTRUCTIONAL FACULTY	203	Females	88	43.3%	49.8%	76	36	47.4%	NO
		Minority	90	44.3%			32	42.1%	
C3 - ARTS, DESIGN, ENTERTAINMENT, SPORTS AND MEDIA OCCUPATIONS	33	Females	19	57.6%	73.7%	9	1	11.1%	NO
		Minority	11	33.3%			2	22.2%	
C5 - COMMUNITY AND SOCIAL SERVICE OCCUPATIONS	118	Females	91	77.1%	84.8%	60	40	66.7%	NO
		Minority	85	72.0%			46	76.7%	
C6 - COMPUTER, ENGINEERING, AND SCIENCE OCCUPATIONS	43	Females	6	14.0%	55.7%	7	0	0.0%	NO
		Minority	15	34.9%			2	28.6%	
C8 - LIFE, PHYSICAL, AND SOCIAL SCIENCE OCCUPATIONS	12	Females	10	83.3%	40.6%	13	11	84.6%	NO
		Minority	3	25.0%			4	30.8%	
C9 - LIBRARIANS, CURATORS, AND ARCHIVISTS	19	Females	14	73.7%	82.3%	11	8	72.7%	NO
		Minority	11	57.9%			0	0.0%	
D1 - ADMIN SUPPORT & CLERKS	97	Females	90	92.8%	94.3%	39	33	84.6%	NO
		Minority	54	55.7%			32	82.1%	
F1 - SKILLED WORKERS	26	Females	0	0.0%	60.7%	0	0	0.0%	NO
		Minority	11	42.3%			0	0.0%	

\* Placements consist of hires and promotions into the target job group from 06/01/2020 to 10/31/2021

**California State University, Bakersfield**  
**Goals Progress**

Job Group	Representation as of Previous AAP				Goal/Availability from Previous AAP	Placements*			Achieved?
	Total Employees	Gender/Race Groups	#	%		Total Placements	#	%	
H1 - PRODUCTION, TRANSPORTATION, AND MATERIAL MOVING OCCUPATIONS	4	Females	2	50.0%	80.2%	0	0	0.0%	NO
		Minority	0	0.0%			0	0.0%	
J1 - HEALTHCARE PRACTITIONERS AND TECHNICAL OCCUPATIONS	18	Females	10	55.6%	48.7%	5	3	60.0%	YES
		Minority	5	27.8%			3	60.0%	

\* Placements consist of hires and promotions into the target job group from 06/01/2020 to 10/31/2021



# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Personnel Transactions Summary

Job Group: A1 - EXECUTIVES & DIRECTORS

Transaction Dates: 06/01/2020 To 10/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	51	40	0	91	1	6	7	0	1	1	9	6	15
Afr. Amer.	8	6	0	14	0	1	1	0	0	0	3	1	4
Hispanic	7	5	0	12	2	5	7	2	2	4	1	4	5
Asian	5	3	0	8	0	0	0	0	0	0	3	1	4
Nat. Amer.	8	1	0	9	0	0	0	0	0	0	0	0	0
NHOPI	2	0	0	2	0	0	0	0	0	0	0	0	0
Two or More	4	2	0	6	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
<b>Total</b>	85	57	0	142	3	12	15	2	3	5	16	12	28
<b>Total Minority</b>	34	17	0	51	2	6	8	2	2	4	7	6	13

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	1	1	2	1	4	5
Afr. Amer.	0	0	0	0	0	0	0	1	1
Hispanic	0	0	0	0	2	2	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	1	0	1
<b>Total</b>	0	0	0	1	3	4	2	5	7
<b>Total Minority</b>	0	0	0	0	2	2	1	1	2

# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Personnel Transactions Summary

Job Group: B1 - DEPARTMENT CHAIR

Transaction Dates: 06/01/2020 To 10/31/2021

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

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

# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Personnel Transactions Summary

Job Group: B2 - INSTRUCTIONAL FACULTY

Transaction Dates: 06/01/2020 To 10/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	23	21	44	17	15	32	7	5	12
Afr. Amer.	0	0	0	0	1	3	4	0	2	2	1	0	1
Hispanic	0	0	0	0	10	3	13	6	0	6	2	0	2
Asian	0	0	0	0	6	9	15	4	1	5	1	1	2
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	1	0	1
Unknown (Race)	0	0	0	0									
<b>Total</b>	0	0	0	0	40	36	76	27	18	45	12	6	18
<b>Total Minority</b>	0	0	0	0	17	15	32	10	3	13	5	1	6

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	9	7	16
Afr. Amer.	0	0	0	0	0	0	1	0	1
Hispanic	0	0	0	0	0	0	3	3	6
Asian	0	0	0	0	0	0	7	3	10
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
<b>Total</b>	0	0	0	0	0	0	20	13	33
<b>Total Minority</b>	0	0	0	0	0	0	11	6	17

# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Personnel Transactions Summary

Job Group: B3 - LECTURERS

Transaction Dates: 06/01/2020 To 10/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	212	331	543	106	155	261	3	6	9
Afr. Amer.	0	0	0	0	27	26	53	17	17	34	0	0	0
Hispanic	0	0	0	0	82	133	215	37	69	106	3	2	5
Asian	0	0	0	0	27	41	68	17	14	31	1	3	4
Nat. Amer.	0	0	0	0	3	6	9	0	4	4	0	1	1
NHOPI	0	0	0	0	0	2	2	0	0	0	0	0	0
Two or More	0	0	0	0	11	15	26	6	10	16	0	0	0
Unknown (Race)	0	0	0	0									
<b>Total</b>	0	0	0	0	362	554	916	183	269	452	7	12	19
<b>Total Minority</b>	0	0	0	0	150	223	373	77	114	191	4	6	10

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

# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Personnel Transactions Summary

Job Group: C2 - COACHES

Transaction Dates: 06/01/2020 To 10/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	24	12	36	6	2	8	2	4	6
Afr. Amer.	0	0	0	0	6	1	7	0	0	0	0	0	0
Hispanic	0	0	0	0	4	0	4	0	0	0	1	1	2
Asian	0	0	0	0	0	1	1	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	1	1	0	0	0	0	0	0
Two or More	0	0	0	0	4	2	6	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
<b>Total</b>	0	0	0	0	38	17	55	6	2	8	3	5	8
<b>Total Minority</b>	0	0	0	0	14	5	19	0	0	0	1	1	2

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

# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Personnel Transactions Summary

**Job Group:** C3 - ARTS, DESIGN, ENTERTAINMENT, SPORTS AND MEDIA OCCUPATIONS

**Transaction Dates:** 06/01/2020 To 10/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	19	33	0	52	7	0	7	0	0	0	1	2	3
Afr. Amer.	4	12	0	16	0	0	0	0	0	0	0	0	0
Hispanic	3	7	0	10	0	0	0	0	0	0	1	1	2
Asian	2	3	0	5	1	0	1	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	1	0	1	0	0	0	0	0	0	0	0	0
Two or More	4	5	0	9	0	1	1	0	0	0	0	1	1
Unknown (Race)	0	0	0	0									
<b>Total</b>	<b>32</b>	<b>61</b>	<b>0</b>	<b>93</b>	<b>8</b>	<b>1</b>	<b>9</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>4</b>	<b>6</b>
<b>Total Minority</b>	<b>13</b>	<b>28</b>	<b>0</b>	<b>41</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>

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

# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Personnel Transactions Summary

Job Group: C4 - BUSINESS AND FINANCIAL OPERATIONS OCCUPATIONS

Transaction Dates: 06/01/2020 To 10/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	28	59	0	87	4	3	7	0	1	1	0	7	7
Afr. Amer.	0	13	0	13	0	0	0	0	0	0	0	1	1
Hispanic	6	21	0	27	2	8	10	0	1	1	1	4	5
Asian	6	12	0	18	0	0	0	0	0	0	0	1	1
Nat. Amer.	1	3	0	4	0	0	0	0	0	0	0	0	0
NHOPI	2	1	0	3	0	0	0	0	0	0	0	0	0
Two or More	4	6	0	10	0	0	0	0	0	0	0	1	1
Unknown (Race)	0	0	0	0									
<b>Total</b>	47	115	0	162	6	11	17	0	2	2	1	14	15
<b>Total Minority</b>	19	56	0	75	2	8	10	0	1	1	1	7	8

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	2	2	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	1	2	3	0	0	0
Asian	0	0	0	0	1	1	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
<b>Total</b>	0	0	0	1	5	6	0	0	0
<b>Total Minority</b>	0	0	0	1	3	4	0	0	0

# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Personnel Transactions Summary

Job Group: C5 - COMMUNITY AND SOCIAL SERVICE OCCUPATIONS

Transaction Dates: 06/01/2020 To 10/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	34	80	0	114	3	11	14	0	0	0	2	5	7
Afr. Amer.	17	27	0	44	7	0	7	0	0	0	0	1	1
Hispanic	10	23	0	33	5	29	34	0	2	2	2	6	8
Asian	1	3	0	4	0	0	0	0	0	0	1	0	1
Nat. Amer.	5	2	0	7	2	0	2	0	0	0	0	0	0
NHOPI	0	1	0	1	0	0	0	0	0	0	0	0	0
Two or More	7	5	0	12	3	0	3	0	0	0	0	1	1
Unknown (Race)	0	0	0	0									
<b>Total</b>	74	141	0	215	20	40	60	0	2	2	5	13	18
<b>Total Minority</b>	40	61	0	101	17	29	46	0	2	2	3	8	11

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



# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Personnel Transactions Summary

Job Group: C6 - COMPUTER, ENGINEERING, AND SCIENCE OCCUPATIONS

Transaction Dates: 06/01/2020 To 10/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	26	6	0	32	5	0	5	0	0	0	2	1	3
Afr. Amer.	2	1	0	3	0	0	0	0	0	0	0	2	2
Hispanic	4	1	0	5	1	0	1	0	0	0	2	0	2
Asian	6	4	0	10	1	0	1	0	0	0	0	0	0
Nat. Amer.	3	1	0	4	0	0	0	0	0	0	0	0	0
NHOPI	1	0	0	1	0	0	0	0	0	0	0	0	0
Two or More	2	1	0	3	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
<b>Total</b>	44	14	0	58	7	0	7	0	0	0	4	3	7
<b>Total Minority</b>	18	8	0	26	2	0	2	0	0	0	2	2	4

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

# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Personnel Transactions Summary

Job Group: C7 - EDUCATION, TRAINING , AND LIBRARY OCCUPATIONS

Transaction Dates: 06/01/2020 To 10/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	1	7	0	8	5	24	29	7	23	30	2	1	3
Afr. Amer.	0	3	0	3	0	0	0	0	0	0	0	0	0
Hispanic	0	1	0	1	1	16	17	2	16	18	0	0	0
Asian	0	0	0	0	2	3	5	2	3	5	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	1	1	0	2	2	0	0	0
Unknown (Race)	0	0	0	0									
<b>Total</b>	1	11	0	12	8	44	52	11	44	55	2	1	3
<b>Total Minority</b>	0	4	0	4	3	20	23	4	21	25	0	0	0

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

# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Personnel Transactions Summary

Job Group: C8 - LIFE, PHYSICAL, AND SOCIAL SCIENCE OCCUPATIONS

Transaction Dates: 06/01/2020 To 10/31/2021

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

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

# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Personnel Transactions Summary

Job Group: C9 - LIBRARIANS, CURATORS, AND ARCHIVISTS

Transaction Dates: 06/01/2020 To 10/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	3	8	11	1	7	8	0	1	1
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
<b>Total</b>	0	0	0	0	3	8	11	1	7	8	0	1	1
<b>Total Minority</b>	0	0	0	0	0	0	0	0	0	0	0	0	0

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

# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Personnel Transactions Summary

Job Group: D1 - ADMIN SUPPORT & CLERKS

Transaction Dates: 06/01/2020 To 10/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	13	96	0	109	5	2	7	0	0	0	1	9	10
Afr. Amer.	1	18	0	19	0	6	6	0	1	1	0	1	1
Hispanic	7	32	0	39	1	24	25	0	1	1	1	2	3
Asian	0	0	0	0	0	0	0	0	0	0	0	1	1
Nat. Amer.	1	4	0	5	0	0	0	0	0	0	0	0	0
NHOPI	0	3	0	3	0	0	0	0	0	0	0	0	0
Two or More	0	9	0	9	0	1	1	0	0	0	0	2	2
Unknown (Race)	0	0	0	0									
<b>Total</b>	22	162	0	184	6	33	39	0	2	2	2	15	17
<b>Total Minority</b>	9	66	0	75	1	31	32	0	2	2	1	6	7

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

# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Personnel Transactions Summary

Job Group: E1 - OTHER ADMIN SUPPORT

Transaction Dates: 06/01/2020 To 10/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	11	45	0	56	0	2	2	0	0	0	0	2	2
Afr. Amer.	1	4	0	5	0	0	0	0	0	0	0	0	0
Hispanic	5	14	0	19	0	0	0	0	0	0	0	1	1
Asian	0	4	0	4	0	0	0	0	0	0	0	0	0
Nat. Amer.	4	0	0	4	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
<b>Total</b>	21	67	0	88	0	2	2	0	0	0	0	3	3
<b>Total Minority</b>	10	22	0	32	0	0	0	0	0	0	0	1	1

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

# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Personnel Transactions Summary

Job Group: F1 - SKILLED WORKERS

Transaction Dates: 06/01/2020 To 10/31/2021

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

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

# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Personnel Transactions Summary

Job Group: G1 - MAINTENANCE STAFF

Transaction Dates: 06/01/2020 To 10/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	11	9	0	20	0	0	0	0	0	0	1	0	1
Afr. Amer.	6	0	0	6	0	0	0	0	0	0	0	0	0
Hispanic	11	6	0	17	0	0	0	0	0	0	1	0	1
Asian	0	0	0	0	0	0	0	0	0	0	0	0	0
Nat. Amer.	1	0	0	1	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	1	0	0	1	0	3	3	0	1	1	0	0	0
Unknown (Race)	0	0	0	0									
<b>Total</b>	30	15	0	45	0	3	3	0	1	1	2	0	2
<b>Total Minority</b>	19	6	0	25	0	3	3	0	1	1	1	0	1

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



# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Personnel Transactions Summary

**Job Group:** H1 - PRODUCTION, TRANSPORTATION, AND MATERIAL MOVING OCCUPATIONS

**Transaction Dates:** 06/01/2020 To 10/31/2021

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

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

# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Personnel Transactions Summary

Job Group: I1 - PROTECTIVE SERVICE OCCUPATIONS

Transaction Dates: 06/01/2020 To 10/31/2021

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

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

# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Personnel Transactions Summary

Job Group: J1 - HEALTHCARE PRACTITIONERS AND TECHNICAL OCCUPATIONS

Transaction Dates: 06/01/2020 To 10/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	2	5	0	7	1	1	2	0	0	0	1	3	4
Afr. Amer.	1	0	0	1	0	0	0	0	0	0	0	0	0
Hispanic	1	1	0	2	1	0	1	1	0	1	0	0	0
Asian	0	1	0	1	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	1	0	1	0	2	2	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
<b>Total</b>	<b>4</b>	<b>8</b>	<b>0</b>	<b>12</b>	<b>2</b>	<b>3</b>	<b>5</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>3</b>	<b>4</b>
<b>Total Minority</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>5</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>

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

# California State University, Bakersfield

Snapshot Date: 11/01/2021

## Personnel Transactions Summary

Job Group: K1 - HEALTHCARE SUPPORT OCCUPATIONS

Transaction Dates: 06/01/2020 To 10/31/2021

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

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

## California State University, Bakersfield

### Data Collection Analysis/Hiring Benchmark (Protected Veterans)\*

Current Snapshot Date: 11/01/2021

Category	5/31/19	5/31/20	11/1/21
Job Openings	797	798	1,351
Jobs Filled	797	798	1,345
Applicants for all jobs	2,429	3,081	1,023
Applicants who self-identified as Protected Veterans	73	85	27
Applicants Hired	784	786	1,301
Protected Veterans Hired	13	17	24
Hiring Benchmark**	5.9	5.7	5.6
Overall protected veterans hired (%)	1.7	2.2	1.8

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

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

**California State University, Bakersfield**  
**Data Collection Analysis/Utilization Analysis (Disability)\***

Current Snapshot Date: 11/01/2021

Category	5/31/19			5/31/20			11/1/21		
Job Openings	797			798			1,351		
Jobs Filled	797			798			1,345		
Applicants for all jobs	2,429			3,081			1,023		
Applicants who self-identified as individual(s) with Disability	89			125			62		
Applicants Hired	784			786			1,301		
Individual(s) with Disability Hired	14			17			31		
Nationwide utilization goal for qualified individuals with disabilities (%)**	7.0			7.0			7.0		
Total incumbency of individuals with disabilities (%)	1.2			1.0			1.5		
Job Group	EE #	EE IWD #	EE IWD %	EE #	EE IWD #	EE IWD %	EE #	EE IWD #	EE IWD %
A1 - EXECUTIVES & DIRECTORS	102	0	0.0	104	0	0.0	92	0	0.0
B1 - DEPARTMENT CHAIR	26	0	0.0	27	0	0.0	22	0	0.0
B2 - INSTRUCTIONAL FACULTY	203	2	1.0	203	3	1.5	214	8	3.7
B3 - LECTURERS	388	7	1.8	409	5	1.2	413	5	1.2
C2 - COACHES	29	1	3.4	32	1	3.1	29	1	3.4
C3 - ARTS, DESIGN, ENTERTAINMENT, SPORTS AND MEDIA OCCUPATIONS	33	0	0.0	33	0	0.0	24	0	0.0
C4 - BUSINESS AND FINANCIAL OPERATIONS OCCUPATIONS	73	0	0.0	71	0	0.0	73	1	1.4
C5 - COMMUNITY AND SOCIAL SERVICE OCCUPATIONS	115	2	1.7	118	1	0.8	101	0	0.0
C6 - COMPUTER, ENGINEERING, AND SCIENCE OCCUPATIONS	40	0	0.0	43	0	0.0	42	0	0.0
C7 - EDUCATION, TRAINING , AND LIBRARY OCCUPATIONS	43	1	2.3	41	1	2.4	16	0	0.0
C8 - LIFE, PHYSICAL, AND SOCIAL SCIENCE OCCUPATIONS	11	0	0.0	12	0	0.0	10	0	0.0
C9 - LIBRARIANS, CURATORS, AND ARCHIVISTS	19	0	0.0	19	0	0.0	22	1	4.5

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

\*\* Current utilization goal as established by the OFCCP.

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

**California State University, Bakersfield**  
**Data Collection Analysis/Utilization Analysis (Disability)\***

Current Snapshot Date: 11/01/2021

Category	5/31/19			5/31/20			11/1/21		
Job Openings	797			798			1,351		
Jobs Filled	797			798			1,345		
Applicants for all jobs	2,429			3,081			1,023		
Applicants who self-identified as individual(s) with Disability	89			125			62		
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Individual(s) with Disability Hired	14			17			31		
Nationwide utilization goal for qualified individuals with disabilities (%)**	7.0			7.0			7.0		
Total incumbency of individuals with disabilities (%)	1.2			1.0			1.5		
Job Group	EE #	EE IWD #	EE IWD %	EE #	EE IWD #	EE IWD %	EE #	EE IWD #	EE IWD %
D1 - ADMIN SUPPORT & CLERKS	107	2	1.9	97	1	1.0	85	2	2.4
E1 - OTHER ADMIN SUPPORT	25	0	0.0	25	1	4.0	22	1	4.5
F1 - SKILLED WORKERS	25	0	0.0	26	0	0.0	22	0	0.0
G1 - MAINTENANCE STAFF	37	0	0.0	35	0	0.0	31	0	0.0
H1 - PRODUCTION, TRANSPORTATION, AND MATERIAL MOVING OCCUPATIC	4	N/A	N/A	4	N/A	N/A	1	N/A	N/A
I1 - PROTECTIVE SERVICE OCCUPATIONS	13	0	0.0	14	0	0.0	12	0	0.0
J1 - HEALTHCARE PRACTITIONERS AND TECHNICAL OCCUPATIONS	15	1	6.7	18	1	5.6	12	0	0.0
K1 - HEALTHCARE SUPPORT OCCUPATIONS	3	N/A	N/A	4	N/A	N/A	2	N/A	N/A

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

\*\* Current utilization goal as established by the OFCCP.

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