

NEW MEXICO TECH
AFFIRMATIVE ACTION PLAN
2014

Introduction

New Mexico Institute of Mining and Technology is located in Socorro, New Mexico. New Mexico Tech is an institute of higher learning offering both undergraduate and graduate degrees. The institute integrates education, research, public service, and economic development through emphasis on science, engineering, and natural resources. New Mexico Tech is a reflection of the state of New Mexico. It is both small in population as compared to other universities and it is diverse in faculty, staff and student population. Its size and diversity contribute to the collegiality and citizenship amongst faculty and staff and ultimately student beneficiaries. The sense of cultural awareness permeates the environment for both staff and student populations. Supporting diversity mandates awareness in all aspects of the university from hiring practices, promotions, staff development to curricular offerings for students. Supporting diversity also mandates continual and relevant staff training to ensure opportunity for interactive discussions and exchange that support understanding and cultural tolerance for one another.

The Institute's Equal Employment Opportunity (EEO) and Affirmative Action Office works closely with the Office of the President and all institute departments to provide authentic trainings and services to the faculty and staff of New Mexico Tech.

Dissemination and Responsibility For Implementation of the Policy

41 C.F.R. 60-2.17 (a)

New Mexico Tech President Daniel H. Lopez has the overall responsibility to implement the Institute's Equal Employment Opportunity (EEO) policy and Affirmative Action Plan. President Lopez has assigned coordination of responsibilities to implement the policy and affirmative action program to the Director of Affirmative Action who has full support of and access to all administrative and supervisory personnel.

The Director of Affirmative Action and Compliance is directly responsible for the development and implementation of the Equal Employment Opportunity/Affirmative Action Program. The Director of Affirmative Action and Compliance reports directly to the president of the Institute and is given top management support and reasonable staff necessary to discharge the responsibilities and duties of the office. The name of the

Director of Affirmative Action and Compliance appears on all communications, internal and external, which deal with the Institute's Equal Employment Opportunity/Affirmative Action Program. Dr. Lopez has assigned coordination of responsibilities to the Director of Affirmative Action:

JoAnn Salome
Interim Director Affirmative Action Department
801 Leroy Place, Brown Hall,
Socorro, New Mexico 87801
575 835-5955

Responsibilities of Director, Affirmative Action and Compliance

60-2.17 (i)

1. Develop and maintain an affirmative action program.
2. Assist administrative and supervisory personnel to arrive at solutions to problems arising from the implementation of the EEO and Affirmative Action Program.
3. Design and implement a system to determine the degree of success in meeting affirmative action goals and objectives including both long and short term goals and objectives.
4. Serve as a liaison between the Institute and state/federal agencies on affirmative action and EEO issues. Maintain active contact with agencies.
5. Keep management informed of the latest information/regulations in EEO and affirmative action.
6. Investigate and respond to complaints of alleged discrimination.
7. Review Institute's policies relevant to affirmative action and recommend modifications as needed.
8. Conduct training and informational sessions relevant to NMT affirmative action and EEO issues including harassment and other areas. Work with supervisors and/or departments as needed.
9. Work with management to develop ways of correcting deficiencies and of achieving program goals. Regular discussions with academic and non-academic managers will be held to assure that the Equal Employment Opportunity/Affirmative Action Policy is being adhered to and that they understand that evaluation of their own work performances will include their efforts on behalf of equal employment opportunity/affirmative action objectives.
10. Review and audit departmental patterns of recruitment, promotions, etc.

Duties of Administrative Management

1. Cooperate with office of affirmative action in the resolution of problem areas, the attainment of NMT affirmative action goals and the insurance of equal employment opportunity in all employment practices.
2. Meet with personnel to ensure that employment practices are non-discriminatory
3. Ensure that minorities and women are given full opportunities for employment, transfers, and promotions.

4. Coordinate with Human Resources, Affirmative Action and other departments to scheduled relevant training for staff.

Responsibilities of Director, Human Resources

1. Ensure that all tests used for hiring, promotion, or transfers have been validated for elimination of bias. Conduct annual review of HR processes and procedures.
2. Assist internal applicants as requested to make them more competitive for promotional opportunities.
3. Develop sources for female and minority candidates for all job groups by implementation of effective outreach and recruitment procedures.
4. Coordinate training with Affirmative Action Department to schedule EEO training for supervisory personnel to ensure hiring and promotion procedures and practices are free from discrimination.

Internal Dissemination

The administration's policy of equal opportunity through affirmative action includes the practice that program guidelines are disseminated throughout the Institute as follows:

- The policy statement and the basic provisions of the Affirmative Action Program (with reference to the complete program) are printed in the New Mexico Tech Employee Handbook distributed and discussed with all regular employees at time of hire.
- New Mexico Tech's support of the Equal Employment Opportunity Program is regularly reaffirmed through exposure in "SCOPE", the campus newsletter, staff development trainings, student run newspaper, Pay Dirt and in other publications disseminated to employees and students (course catalog, recruitment brochures, etc.).
- The President, once per semester at Cabinet meetings, discusses the intent of the policy and individual responsibility for effective implementation, making clear each administrator's responsibility for discussion with key individuals reporting to them.
- Policy objectives and requirements are discussed in employee orientation sessions.
- Communications are directed to all employees to familiarize them with the Affirmative Action Program and to inform employees of opportunities and responsibilities under affirmative action.
- New Mexico Tech periodically holds training seminars on affirmative action, relevant laws, etc. offered to all NMT staff to increase awareness and sensitivity. Staff is allowed to attend outside training on related topics.

External Dissemination

The Equal Employment Opportunity/Affirmative Action Program requires continual dissemination of the Institute's participation both on and off campus. Such coverage includes, but is not limited to the following items:

- Sources for potential students or employees are made aware of the Institute's participation in and adherence to the Equal Employment Opportunity/affirmative Action Program.
- The Equal Employment Opportunity/Affirmative Action clause is included on all orders, leases, contracts, bid requests, applications, brochures, catalogs, and any other similar material scheduled for distribution outside the Institute.
- Applicants and prospective employees are given copies of the Institute policy statement.
- The Institute annually provides a written statement of the Institute's policy to minority and women's organizations, community agencies, leaders, educational guidance counselors, and schools.
- All students and employee recruitment materials picturing employees and/or students include minority men and women.

Development and Execution of Action Oriented Programs 41 C.F.R. 60 2.17 (iii)

The following processes will continue to be implemented and improved upon to assure that New Mexico Tech is continually recruiting, hiring and promoting minorities and women and that their representation in the NMT workforce continually increases to indicate good faith efforts on the part of all departments and divisions within the Institute.

Posting, Recruitment and Selection Process

- The Human Resources Department reviews all position descriptions as requests to fill open positions are received. This review includes a position description questionnaire that is completed by the requesting department. Subsequent to the Human Resources Department review, the description is reviewed by the Affirmative Action Department.
- The Human Resources validates the position specifications with the hiring department to determine that the appropriate essential elements are the focus of the position description.
- These validated job descriptions and job related specifications are available to all persons involved in the recruiting, screening, selection, and promotion process. They are also part of the internet and bulletins that are available to various recruiting sources and interested applicants. Position postings records are kept for five years.
- The Human Resources Department continually reviews recruitment sources in an attempt to utilize those sources that may yield qualified minority and female candidates. Periodic review of recruitment efforts to determine recruitment effectiveness.
- The selection process, interviews, and reference checks are monitored by the Human Resources Department and Affirmative Action to ensure they are free of potential discriminatory actions. These processes are reviewed annually.

- Outreach efforts for recruitment include submission of job postings to Department of Labor, Alamo Navajo Reservation, and the Hispano Chamber of Commerce.

Promotions

New Mexico Tech does the following to ensure that minority and female employees are afforded equal employment opportunity:

- Promotional opportunities are posted and announced within the department/division.
- Employees are encouraged to attend training programs to improve their skills and abilities.
- Formal annual evaluation programs help employees identify areas where improvement is needed for advancement and promotion.
- Supervisory personnel are required to submit written justification for a promotion decision.

Staff Development

Staff development is offered on a regular basis and enrollment is voluntary. There does not appear to be discrepancies in the area of staff development as all regular employees are given the same opportunities for coursework and short term training.

Employee Benefits

New Mexico Tech encourages all employees to utilize the benefits available to them including tuition waivers, health and life insurance, retirement plans, use of recreational facilities and NMT sponsored activities. New Mexico Tech has a child care program that is available to NMT staff, students and the community at large.

Design and Implementation of Internal Audit and Reporting Systems 41 C.F.R. 60 2.17 (iv)

The Affirmative Action Department is responsible for monitoring and auditing all employment actions. The system involves an actual review of day-to-day actions, and the monthly reports of hires and terminations. The monitoring and auditing includes the following activities:

- Review of the Human Resources records on all applications, promotions, transfers, and terminations by ethnicity and gender.
- Review of all paperwork associated with personnel actions including hiring, terminations, transfers, promotions, etc. is conducted by the Director of Affirmative Action Department. All personnel actions require review and approval by the director of Affirmative Action Department.

- Meetings with hiring managers are held when an employment action merits a closer inspection of actions leading up to the final decision. Managers are advised of potential discriminatory actions/activities to ensure that equal employment opportunity is afforded to all applicants and employees.

Internal Audit and Reporting System

60-2.17 (iv)

The Human Resources Department has the responsibility for developing and preparing the formal documents for the Affirmative Action Department. The Human Resources Department is responsible for the effective implementation of the Affirmative Action Program; however, responsibility is likewise vested with each department director and supervisor. The internal audit is designed to:

- Measure the effectiveness of the AA/EEO program
- Document personnel activities and identify problem areas for remedial action
- Determine the degree to which Affirmative Action goals and objectives have been met.

The following personnel activities are reviewed to ensure nondiscrimination and equal employment opportunity for all individuals without regard to their race, color, gender, religion, disability, veteran status, or national origin:

- Recruitment, advertising, and job application procedures;
- Hiring, promotion, upgrading, award of tenure, layoff, recall from layoff;
- Rates of pay and any other forms of compensation including fringe benefits;
- Job assignments, job classifications, job descriptions, and seniority lists;
- Sick leave, leaves of absences, or any other leave;
- Training, attendance at professional meetings and conferences;
- Procedures and policies to protect employees from harassment in the workplace.
- Any other term, condition, or privilege of employment.

Addendum A

**NEW MEXICO TECH
PLACEMENT GOALS ANALYSIS**

41 CFR 60-2.16 (vi)

Regular Full Time and Part Time Employees

JOB GROUP	NUMBER OF EMPLOYEES	TOTAL MINORITY EMPLOYMENT %	FEMALE EMPLOYMENT %	PLACEMENT GOAL ESTABLISHED MINORITY	PLACEMENT GOAL ESTABLISHED FEMALE
Executives Administrators Managers	124	41/33%	58/47%	35%	50%
Other Professionals	191	40/21%	70/37%	32%	50%
Faculty(tenure & non tenure track)	114	26/23%	22/19%	At Goal	25%
Secretarial Clerical	47	26/55%	46/98%	60%	At Goal
Technical Non Professional	101	46/46%	63/62%	At Goal	At Goal
Skilled Craft	43	37/86%	1/2 %	At Goal	At Goal
Service Maintenance	60	44/73%	21/35%	At Goal	At Goal
Total	680	260/38%	281/41%	N/A	N/A

Review of Personnel Hiring Processes

The following documents are maintained as a component of the internal audit process:

1. An Applicant Flow Sheet indicating the name, race, sex, date of application, job title, interview status, and action taken for all applicants for job opportunities;
2. Summary data of external job offers, hires, promotions, resignations, terminations, and layoffs.
3. Summary of applicant flow by identifying, total applicants, ethnicity, and gender for each position;
4. Maintenance of employment applications for five years.

The personnel processes are reviewed annually to assure thorough and systematic consideration of the qualifications of known individuals. This review covers all procedures related to the filling of job vacancies either by hire or promotion; modifications to the process are made when necessary. The Human Resources Director will report problems related to significant rejection ratios, EEO charges, etc. to the Institute President. The Human Resources Director will recommend remedial actions for the effective implementation of the Affirmative Action Plan.

Identification of Problem Areas

41 C.F.R. 60 2.17 (ii)

As a part of New Mexico Tech's ongoing evaluation process, the following areas will be reviewed during 2014:

- Whether minorities and/or women are experiencing disproportionate difficulties entering and particular job group;
- Whether there are selection disparities in hiring, promotion, terminations, or other personnel actions;
- Whether there are gender, race or ethnicity-based disparities in the compensation system;
- Whether selection, recruitment, referral and other personnel procedures result in disparities in the employment or advancement of minorities and women; and,
- Whether there are any other areas that might impact the success of the Affirmative Action Program.
- The ratio of jobs filled to job openings and the total number of applicants hired

Practices, procedures, and results in the areas above will be monitored and will include composition of applicant flow sheet by minority group status and gender. The entire selection process including job descriptions, requirements, applications, interview

procedures, and final selections for posted vacancies will be monitored. Transfer and promotion practices will be reviewed.

According to the Affirmative Action Plan requirements, the definition of adverse impact is when a facially neutral selection process yields a substantially different rate of selection in hiring, promotion, or other employment decision which works to the disadvantage of members of a race, sex, or ethnic group. The Affirmative Action Plan includes hiring, promotion data, and rates of pay within each EEO group to determine whether there are gender, race, or ethnicity pay disparities. There are recruitment and retention goals for both minorities and women within some of the EEO groups including Executives/Managers, Professionals, Faculty, and Skilled Crafts. The NMT recruitment and retention goals include the following: See Placement Goals Analysis Table, Addendum A.

- Executives, Administrators, and Managers have a 33% minority ratio and a 47% female ratio. The Affirmative Action Plan includes placement goals of 35% ratio in each area thus, reaching its goal for females.
- Other professional positions are currently at 32% and 37% for minorities and women respectively.
- Faculty positions currently employ 32% minority and 22% female within the full time positions with established goals of 35% and 30% respectively.
- Secretarial/Clerical, Technical/Non-Professional, Skilled Craft, and Service Maintenance are all at goal with the exception of females in the skilled crafts area which is currently employing no females but with an established goal of 10%.

The information provided below indicates the ratio of jobs posted and jobs filled for the past year:

Year	Number of Jobs Posted	Regular/Temporary Full/Part Time	Emergency Hires	New/Replacement/ Not Filled	Hires/Promotions/ Terminations Regular Only
2013	134	120/14	102	7/127/7	104/28/96

Availability Analysis

60-2.14(iv)

Vacancies within the following EEO Job Groups can be filled either internally through promotions or externally through recruitment and hire. The following table is indicative of the trend at New Mexico Tech to fill position vacancies.

Job Group Title	External Hiring Trend	Internal / Promotion Hiring Trend
New Mexico Tech		
Executives		X
Managers, Directors, Supervisors	X	X
Professionals	X	X
Administrative Support	X	X
Technical	X	
Service	X	

Invitation to Self-Identify for Protected Veterans

New Mexico Tech qualifies as a government contractor and therefore is subject to the Vietnam Era Veterans' Readjustment Assistance Act of 1974 as amended, (VEVRAA). This act requires government contractors to take affirmative action to employ and advance veterans in employment. The act prohibits discrimination and requires affirmative action in all personnel actions regarding protected veterans including disabled veterans, recently separated veterans, Armed Forces service medal veterans, and other veterans who served during a war, campaign, or expedition for which a campaign badge has been authorized. The Institute offers opportunity for veterans in the listed groups to self-identify at the time of hire and currently through an annual survey. All procedures and policies for internal and external dissemination shall apply to veterans, including responsibility for implementation, personnel processes, and reasonable accommodations for physical and mental limitations of veterans.

Total Number Instructional/Research Faculty By Gender and Race/Ethnicity

60-2.11

Race/Ethnicity	Total Males	Total Females	Total
Nonresident Alien	0	0	0
Hispanic/Latino	5	2	7
American Indian or Alaska Native	0	0	0
Asian	15	1	16
Black or African American	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	69	21	90
Two or More Races	0	0	0
Race/Ethnicity Unknown	0	0	0

Total Number of Staff By Gender and Race/Ethnicity

	Executive/ Managerial	Professional	Technical	Clerical	Skilled Crafts	Service
Men						
Hispanic/Latino	20	20	20		54	29
American Indian Alaska Native	5	1	2		0	0
Asian	1	0				
Black or African American	0					0
Native Hawaiian Pacific Islander						
White	51	64	22	1	9	7
Two or More Races					1	0
Women						
Hispanic/Latino	26	20	33	20	1	16
American Indian Alaska Native	1	2	2			0
Asian	1	6	1			
Black or African American			1			
Native Hawaiian Pacific Islander						
White	42	43	31	11		1
Two or More Races						

Reasonable Accommodations Provision

New Mexico Tech has a written formal procedure for requesting a reasonable accommodation when needed by an employee. The following outlines the procedure that is followed by the institute:

- The accommodation must be requested in writing through either the Affirmative Action Department or the Human Resources Department.
- The request will be reviewed within ten workdays of receipt in relation to the essential functions of the specific job for which the employee was hired.
- Any additional information such as medical documentation will be requested during that time frame.
- Approvals or denials will be written to requestor and will include basis for denial if denied.

Organizational Profile

41 C.F.R. 60 2.11 (i)

The organizational profile for New Mexico Tech is shown on the organizational chart that follows. The organizational chart depicts the seven major divisions within the Institute. Each division head reports to the President of New Mexico Tech; in turn each of the seven divisions has numerous departments.

New Mexico Institute of Mining and Technology
Organizational Chart
February 2014

New Mexico Tech
Board of Regents

Equal Opportunity
and Compliance
JoAnn Salome

President
Daniel H. Lopez

Internal
Auditor

ACADEMIC AFFAIRS
Warren Ostergren
Vice President

ADMIN & FINANCE
Lionie Marquez
Vice President

Student & Univ. Relations
Melissa Jaramillo-Fleming
Vice President

RESEARCH & ECON DEV
Van D. Romero
Vice President

NM BUREAU OF
GEOLOGY & MINERAL
RESOURCES
L. Greer Price
Director

NM PETROLEUM
RECOVERY RESEARCH
CENTER
Robert L. Lee
Director

ENERGETIC MAT
RESEARCH &
TESTING CENTER
John L. Meason
Director

Associate Vice President
Mary Dezenber
Registrar
Sara Grijalva
MS Teaching
George Becker
Office for Student Learning
Lisa Majkowski
Graduate Studies
Lorie Liebrock
Library
Lisa Beinhoff
Engineering Programs
Tom Engler
EODI Education Outreach
Distance Instruction
Iyer Davidson
Community Education

Associate Vice President
& Budget and Analysis
Leyla Sedillo
Business Office
Arleen Vallas
Sponsored Projects
Anna McClain
Information Services
Joseph Franklin
Campus Police
George Murillo, Acting
Facilities Management
Yvonne Manzano-Brown
Human Resources
JoAnn Salome
Purchasing Services
Kimela Miller
Property
Steven Hicks
Payroll
Millie Tourville
State Mine Inspection
Terence Foreback
New Mexico MESA
Toney R. Begay
Air Force Research Lab
Tom Garcia

Auxiliary Services
Valerie del Cunto
Performing Arts Series
Roma Kalish
Physical Recreation
Melissa Begay
Student Affairs
Counseling & Disability Services
Janet Ward
International Programs,
Career Services &
Multi-Cultural Programs
Liliana Armijo
Admission
Anthony Ortiz
Science Fair &
Science Olympiad
Rose Baca Rivet
Health Center
Susan Lewark
Office for Advancement
Colleen Guengerich
Financial Aid
Mariss Monette
Public Information Office
Thomas Guengerich
Upward Bound
Frances Ortega
Professional Dev. Program
John Juarez
Fidel Center Manager
Nowka Levinat

Associate Vice President
& Finance/Administration
Richard Cervantes
Astrophysical Research Center
David Westfahl
Incorporated Research
Institutions for Seismology
Bruce Beaudoin
Geophysical Research Center
Van Romero
Langmuir Laboratory
Richard Somerfeld
Neil Cave & Karst Res Inst
George Vent
International Law
Enforcement Academy
Daniel Walsh
Magdalena Ridge Observatory
Ilan Payne
2.44 m Telescope
Eileen Ryan
NM Center for Energy Policy
Michael Hensley
NM State Homeland Security
Michael Hensley
Research Services
Doreen Fowler
Instrument Shop
Michael A. Chavez
Instrument Room
Norton Ewart
Hazardous Waste Safety
Josh Carrillo
Corporation Yard
Steve Wallace

Deputy Director
Chief Editor
L. Greer Price
Government Outreach
Paul Baeter
Finance
Valentina Avramidi
Laboratories
Nelia Dunbar
Hydrogeologic Programs
& Aquifer Mapping
Peggy Johnson
Library of Subsurface Data
Ron Broadhead
Mineral Museum
Virgil Luech
Mapping Program
Mike Timmons

Reservoir Sweep
Improvement
Randall Seright
Gas & Flow Heterogenetics
Reid Grigg
Petro-Physics &
Surface Chemistry
Jill Buckley
Reservoir Evaluation/
Computational Technology
Robert Balch
Industry Service & Outreach
Martha Cather
Membrane Technology
Liang Xiong Li
Sensor Technology
Ning Liu

Chief of Staff
Robert Bezzanson
Finance and
Administration
Mona Torres
Safety, Security &
Training
Dennis Hunter
EM/R7D Business Unit
Training Business Unit
Cyber Business Unit,
Plyas Training and
Research Center
John Meason
Institute for Complex
Additive Systems
Analysis
John Meason
Field Operations
Jessy Taylor

Affirmative Action Plan for Individuals with Disabilities and Veterans of the Vietnam Era

Affirmative Action Plan Year: January-December 2014

A. Equal Employment Opportunity Policy **41 CFR 60-741.44; 250.1**

To provide equal employment and advancement opportunities to all individuals, employment decisions at New Mexico Tech does not discriminate in employment opportunities or practices on the basis of race, color, religion, sex, national origin, ancestry, age, Veteran status, sexual orientation, gender identity, spousal affiliation, serious medical condition or physical or mental disability.

New Mexico Tech will make reasonable accommodations for qualified individuals with known disabilities unless doing so would result in an undue hardship. New Mexico Tech prohibits harassment of any individual on the basis of characteristic listed above. This policy governs all aspects of employment, including selection, job assignment, compensation, discipline, termination, and access to benefits and training.

Any employees with questions or concerns about any type of discrimination in the workplace are encouraged to bring these issues to the attention of their immediate supervisor or the President. Employees can raise concerns and make reports without fear or reprisal, harassment, intimidation, threats, coercion or discrimination because they (1) file a complaint with Affirmative Action office or with federal, state, or local agencies; (2) assist or participate in any investigation, compliance review, hearing, or any other activity related to the administration of federal, state or local equal employment opportunity or affirmative action statute; (3) oppose any act or practice made unlawful by federal, state, or local law requiring equal employment opportunity or affirmative action; or (4) exercise any other employment right protected by federal, state, or local law or its implementing regulations.

New Mexico Tech maintains an audit and reporting system to determine overall compliance with its equal opportunity mandates and to respond to any specific complaints applicants or employees file with New Mexico Tech's equal opportunity programs and for the affirmative action compliance activities is assigned to JoAnn Salome who may be reached at 575 835 5955.

B. Review of Personnel Process
41 CFR 60-741.44;-250.6

New Mexico Tech insures that its personnel processes provide for careful, thorough, and systematic consideration of the job qualifications of applicants and employees with known disabilities and for the Vietnam Era Veterans for job vacancies filled either by hiring or promotion, and for all training opportunities offered or available.

New Mexico Tech also ensures that its personnel processes do not stereotype disabled persons or Vietnam Era Veterans in a manner which limits their access to jobs for which they are qualified.

New Mexico Tech periodically reviews its processes and makes any necessary modifications to ensure that these obligations are carried out. The following procedures facilitate a review of the implementation of these requirements and are drawn from, among other things, Appendix C of OFCCP's Regulations implementing Section 503 of Rehabilitation Act of 1973.

C. Physical and Mental Qualifications
41.CFR 60-744;-250.6

New Mexico Tech reviews all physical and mental job qualification requirements with management and supervisors to ensure that, to the extent qualification requirements screen out or tend to screen out qualified disabled individuals or Vietnam Era Veterans, they are job related and consistent with business necessity and the safe performance of the job. The schedule of the review is as new job qualification requirements are established.

To the extent that physical or mental job qualification requirements screen out or tend to screen out qualified disabled individuals or Vietnam Era Veterans in the selection of employees or applicants for employment or other changes in employment status such as promotion or training, New Mexico Tech assures that the requirements are related to the specific job(s) for which the individual is being considered and are job related and are consistent with business necessity and the safe performance of the job.

D. Reasonable Accommodation of Physical and Mental Impairments
41 CFR 60-741.44;-250.6

New Mexico Tech makes reasonable accommodation to the known physical or mental limitations of all otherwise qualified individuals with a disability unless it can demonstrate that the accommodation would impose an undue hardship on the operation of our business. If an employee with a known disability is having significant difficulty performing his or her job and it is reasonable to conclude that the performance problem may be related to the known disability, New Mexico Tech confidentially notifies the employee of the performance problem and inquires whether the problem is related to the employee's disability. If the employee responds affirmatively, New Mexico Tech confidentially inquires whether the employee is in need of a reasonable accommodation. Employees may also contact the following office at any time to request an accommodation:

Director of Affirmative Action & Compliance
Room 118, Brown Hall
801 Leroy Place
Socorro, New Mexico 87801

E. Harassment
41CFR 60-741.44

New Mexico Tech has developed and implemented procedures to ensure that its employees with disabilities and Vietnam Era Veterans are not harassed because of their disability or Vietnam Era Veteran status.

F. External Dissemination of Policy, Outreach and Positive Recruitment
41 CFR 60-741.44;-250.6

New Mexico Tech takes positive steps to attract qualified individuals with disabilities and Vietnam Era Veterans not currently in the work force who have requisite skills and can be recruited through affirmative action measures. New Mexico Tech locates these persons through the local chapters of organizations of and for individuals with disabilities and Vietnam Era Veterans. New Mexico Tech considers applicants with known disabilities and those known to be Vietnam Era veterans for all available positions for which they may be qualified when the position applied for is available.

G. Internal Dissemination of Policy
41 CFR 60-741.44;-250.6

New Mexico Tech recognizes that even a strong outreach program will be ineffective without adequate internal support from supervisor and management personnel and other employees, who may have had limited contact with individuals with disabilities or with Vietnam Era Veterans in the past. To assure greater cooperation and participation in the efforts with respect to the disabled individuals and Vietnam Era Veterans, New Mexico Tech has developed the following internal procedures to communicate its obligation to engage in affirmative action efforts to employ and advance in employment qualified individuals with disabilities. These procedures are designed to foster understanding, acceptance and support among New Mexico Tech's executives, management, supervisory and other employees and to encourage such persons to take the necessary actions to aid New Mexico Tech to meet its obligations.

New Mexico Tech includes its equal employment and anti-harassment policy in its Employee Handbook. New Mexico Tech periodically informs all employees and applicants of its commitment to engage in affirmative action to increase employment opportunities for qualified individuals with disabilities and Vietnam Era Veterans. New Mexico Tech schedules special meetings periodically with employees to discuss human resources policies and to explain individual employee responsibilities not to discriminate against or to harass other employees. The intent of New Mexico Tech's anti-discrimination and anti-harassment policies and individual employee responsibility for effective implementation, making clear the Chief Executive Officer's attitude.

H. Audit and Reporting System
41 CFR 60-741.44;-250.6

New Mexico Tech has designed and implements an audit and reporting system that:

- Measures New Mexico Tech's compliance with the affirmative action program's specific obligations.

Where New Mexico Tech finds the affirmative action program to be deficient, New Mexico Tech undertakes necessary action to bring the program into compliance.

I. Responsibility for Implementation
41 CFR 60-741.44(i);-250(i)

The Director of New Mexico Tech's affirmative action activities has overall responsibility for the plan/program and is designated EEO Coordinator and is responsible for implementing, monitoring, and administering the program.

This executive has been given top management support and the necessary staff to manage implementation of this program. The program will:

- Develop policy statements, affirmative action programs, and internal and external communication techniques including discussions with managers, supervisors and employees to ensure New Mexico Tech's policies are followed.
- Advise supervisors that they are responsible to prevent employees harassed due to their disability.
- Identify problem areas with line management in the implementation of the program, and develop solutions to such problems.
- Maintain an audit and reporting system to monitor progress of the program.
- Serve as a liaison between New Mexico Tech and the various governmental enforcement agencies, community groups and vocational rehabilitation organizations.
- Serve as a liaison between New Mexico Tech and the organizations for disabled persons and covered veterans.
- Inform management of the latest developments in the affirmative action area.
- Arrange career counseling for disabled employees and covered veterans when requested.

Each department manager is responsible for implementation of the Affirmative Action Program within his or her area of responsibility. This includes monitoring, hiring, and promotion practices, indentifying problem areas, and taking other actions as outlined in this plan.

J. Training **41.CFR 60-741.44(j);-250.44(j)**

New Mexico Tech trains all personnel involved in the recruitment, screening, selection, promotion, disciplinary, and related processes to ensure that the commitments in the New Mexico Tech affirmative action program are implemented as to the disabled and Vietnam Era Veteran.



Affirmative Action and Compliance Department
 JOB GROUP ANALYSIS BY FISCAL YEAR

For 07/01/2012 - 06/30/2013

JOB GROUP Executive/Admin and Managerial

JOB TITLE	DEPARTMENT	EEO CATEGORY	TOTAL EMPLOYEES	TOTAL MINORITIES	Total Female
Assoc Dir Admission	Admissions	10	1	0	1
Assoc Dir Business & Finance	Fac Management Administration	10	1	0	0
Assoc Dir Finance & Contracts	EMRTC	10	1	1	1
Assoc Dir Safety & Security	EMRTC	10	1	0	0
Assistant Controller	General Accounting	10	1	1	1
Assistant Director for SS	OSL	10	1	0	1
Assistant Office Manager	EMRTC	10	1	0	1
Assistant Program Manager	Bureau of Mines	10	1	0	1
Assistant Property Control Mgr	Property Control	10	1	0	0
Assit. Dir. Residential Life	Auxiliaries	10	1	0	1
Assoc Dir Facilities	Fac Management Administration	10	1	0	1
Assoc Director Purchasing Serv	EMRTC	10	1	0	1
Assoc. Dir. Gov. Liaison/Princ	Bureau of Mines	10	1	0	0
Associate Dean	OSL	10	1	1	1
Associate Director	Fac Management Administration	10	1	0	1
Associate Director ICASA	EMRTC	10	1	0	0
Associate Director Mapping	Bureau of Mines	10	1	0	0
Associate Director of Educatio	VP for Research & Development	10	1	0	1
Associate Director Operations	IRIS	10	1	0	0
Associate Director Prog Deve	BORSEC Operations	10	1	0	0
Associate Vice President	VP for Research & Development	10	1	0	0
Associate VP Academic Affairs	Humanities	10	1	0	1
Associate VP for Budget	Budget & Analysis	10	1	1	1
Associate VP for Research	VP for Research & Development	10	1	1	0
Asst Dir Computer	Bureau of Mines	10	1	0	0
Asst Dir Finance	Bureau of Mines	10	1	0	1
Asst Dir Financial Aid	Financial Aid Office	10	1	0	1
Asst Dir Human Resources	Human Resources	10	1	1	1
Asst Dir Laboratories	Bureau of Mines	10	1	0	1
Asst Dir Macey Center	Auxiliaries	10	1	1	0
Building Maintenance Supervisor	Fac Management Administration	10	1	0	0
Business Office Supervisor	Fac Management Administration	10	1	0	1
Case Manager	Counseling Services	10	1	0	1
Controller	Business Office	10	1	0	1
Coord Inventory Control	IRIS	10	1	0	0
Coord Marketing & Publication	Alumni & Development	10	1	0	1
Deputy Director	EMRTC	10	1	1	0



Affirmative Action and Compliance Department
 JOB GROUP ANALYSIS BY FISCAL YEAR

For 07/01/2012 - 06/30/2013

JOB GROUP Executive/Admin and Managerial

JOB TITLE	DEPARTMENT	EEO CATEGORY	TOTAL EMPLOYEES	TOTAL MINORITIES	Total Female
Deputy Director/ Instructor	Technology Transfer Group	10	1	0	1
Dir Auxiliary Services	Auxiliaries	10	1	0	1
Dir Bureau of Geology	Bureau of Mines	10	1	0	0
Dir EMRTC	EMRTC	10	1	0	0
Dir Financial Aid	Financial Aid Office	10	1	0	1
Dir Human Resources	Human Resources	10	1	1	1
Dir Library	Library	10	1	0	1
Dir Macey Center	Auxiliaries	10	1	0	1
Dir of Strategic Research Init	Homeland Security	10	1	0	0
Dir Passcal Inst Center	IRIS	10	1	0	0
Dir Physical Recreation	Intercollegiate Athletics	10	1	0	1
Dir PRRC	PRRC	10	1	0	0
Dir Purchasing	Purchasing	10	1	0	1
Dir Residential Life	Auxiliaries	10	1	0	0
Dir. Facilities Management	Fac Management Administration	10	1	1	1
Director CITL Fac Dev Special	VP of Academic Affairs	10	1	0	0
Director Counseling & Disabili	Counseling Services	10	1	0	1
Director Export Compliance Pro	VP for Research & Development	10	1	0	0
Director Learning Specialist	VP of Academic Affairs	10	1	0	1
Director Math & Sci / UB	Vice President for Univ Relations	10	1	1	1
Director of Advancement	Alumni & Development	10	1	0	1
Director of Children's Center	Auxiliaries	10	1	0	1
Director of Distance Education	Distant Education	10	1	0	0
Director of Finance	Business Office	10	1	1	1
Director of Golf	Auxiliaries	10	1	1	0
Director of Governmental Affai	EMRTC	10	1	1	0
Director of ISD	Information Services Department	10	1	0	0
Director of NCKRI	VP for Research & Development	10	1	0	0
Director of Property	Property Control	10	1	0	0
Director of Sponsored Projects	Restricted Funds Accounting	10	1	1	1
Director of Student Academic S	OSL	10	1	1	1
Director of Student Affairs	Student Affairs	10	1	1	1
Director of Upward Bound	Vice President for Univ Relations	10	1	1	1
Director PPOHA/CGS Coord	Graduate Dean	10	1	0	1
Director Special Projects	Campus Planning	10	1	1	0
Director Starbase La Luz	Technology Transfer Group	10	1	0	1
Director State Mine Insp/Inter	Vice Pres for Admin and Finance	10	1	0	0



Affirmative Action and Compliance Department
 JOB GROUP ANALYSIS BY FISCAL YEAR

For 07/01/2012 - 06/30/2013

JOB GROUP Executive/Admin and Managerial

JOB TITLE	DEPARTMENT	EEO CATEGORY	TOTAL EMPLOYEES	TOTAL MINORITIES	Total Female
Executive Asst to President	President's Office	10	1	1	1
Financial Operations Manager	General Accounting	10	1	1	0
Financial Systems Administrato	Information Services Department	10	1	1	0
Golf Course Superintendent	Fac Management Administration	10	1	1	0
Grants & Contracts Manager	EMRTC	10	1	0	1
Grounds Supervisor	Grounds Maintenance	10	1	1	0
Instructional Technology Spec	Distant Education	10	1	1	0
InstruSupervisor	EMRTC	10	1	0	0
Interim Director Campus Police	Campus Police	10	1	1	0
Internal Auditor/Executive Sec	Internal Audit	10	1	0	0
Manager Computer Maint & Netwo	IRIS	10	1	0	0
Manager of Field Operations	EMRTC	10	1	0	0
Manager of financial Systems	EMRTC	10	1	1	1
Manager of Purchasing & Procur	EMRTC	10	1	0	0
Manager Office Tech Transfer	Vice Pres for Admin and Finance	10	1	1	1
Manager Property & Program	EMRTC	10	1	0	0
Mgr Comp Maint/Networking	Tech Computer Center	10	1	0	0
Mgr Consortium Liaison	VP for Research & Development	10	1	1	0
Mgr Custodial Services	Fac Management Administration	10	1	0	1
Mgr Federal Compliance Program	EMRTC	10	1	1	1
Mgr Geol Ext Services	Bureau of Mines	10	1	0	1
Mgr Network Services	Information Services Department	10	1	0	0
Mgr Post Office	Post Office	10	1	1	1
Mgr Program/HazMat Test	EMRTC	10	1	0	0
Mgr Systems Programmer	Tech Computer Center	10	1	1	0
Operational Test & Eval Prog M	EMRTC	10	1	0	0
Payroll Compliance Manager	Payroll	10	1	0	1
President	President's Office	10	1	1	0
Principal Senior Petroleum Geo	Bureau of Mines	10	1	0	0
Program Director of MRO	MRO	10	1	0	0
Program Manager	EMRTC	10	2	0	0
Program Mang/Liaison Officer	EMRTC	10	1	0	0
Project Manager	MRO	10	1	0	0
Registrar	Registrars Office	10	1	0	1
Site Coordinator-staff scienti	IRIS	10	1	0	1
Software Group Supervisor	IRIS	10	1	0	0
Supervisor Accounts Payable	Accounts Payable	10	1	1	1



Affirmative Action and Compliance Department
JOB GROUP ANALYSIS BY FISCAL YEAR

For 07/01/2012 - 06/30/2013

JOB GROUP Executive/Admin and Managerial

JOB TITLE	DEPARTMENT	EEO CATEGORY	TOTAL EMPLOYEES	TOTAL MINORITIES	Total Female
Supv Field Operations	EMRTC	10	1	1	0
Supv Garage	Fac Management Administration	10	1	1	0
Supv Plumbing & Mechanic	Fac Management Administration	10	1	1	0
Supv Warehouse	Fac Management Administration	10	1	1	1
Supv Yard	VP for Research & Development	10	1	0	0
Technical Advisor Expert	EMRTC	10	1	0	0
Technical Director	EMRTC	10	1	0	0
Telescope Manager/Project Scie	MRO	10	1	0	1
VP Academic Affairs	VP of Academic Affairs	10	1	0	0
VP Admin/Finance	Vice Pres for Admin and Finance	10	1	1	0
VP Research & Econ Development	VP for Research & Development	10	1	1	0
VP Student & University Relat	Vice President for Univ Relations	10	1	1	1
# TOTAL			124	41	58
% TOTAL			100%	33.06 %	46.77 %

JOB GROUP Faculty

JOB TITLE	DEPARTMENT	EEO CATEGORY	TOTAL EMPLOYEES	TOTAL MINORITIES	Total Female
Administrative Stipends	VP for Research & Development	20	1	0	0
Assist Prof Communications	Humanities	20	1	0	0
Assist Prof Mechanical Eng	Mechanical Engineering	20	1	0	0
Assistant Professor Chemistry	Chemistry	20	1	0	0
Assoc Prof of Electrical Engr	Electrical Engineering	20	1	1	0
Assoc Prof of Mathematics	Math	20	1	0	0
Assoc Prof of Physics	Physics	20	1	0	0
Assoc Research Professor	Chemistry	20	1	0	0
Associate Prof Env Engr	Environmental Engineering	20	1	0	0
Associate Prof of Chemistry	Chemistry	20	1	0	0
Associate Prof of Elec Engr	Electrical Engineering	20	1	1	0
Associate Prof of Math	Math	20	1	0	0
Associate Prof of Pet Engr	Petroleum	20	1	0	0
Associate Prof of Psy/Educ	Psychology & Education	20	1	0	0
Associate Professor Chemistry	Chemistry	20	1	0	0
Associate Professor Management	Business Management	20	1	0	0
Associate Professor of Biology	Biology	20	1	0	0
Associate Professor of Com Sci	Computer Science	20	1	0	0
Associate Professor of CS	Computer Science	20	1	0	1



Affirmative Action and Compliance Department
JOB GROUP ANALYSIS BY FISCAL YEAR

For 07/01/2012 - 06/30/2013

JOB GROUP Faculty

JOB TITLE	DEPARTMENT	EEO CATEGORY	TOTAL EMPLOYEES	TOTAL MINORITIES	Total Female
Associate Professor of Elec En	Electrical Engineering	20	1	0	0
Associate Professor of English	Humanities	20	1	0	1
Associate Professor of Geology	Geoscience	20	2	0	0
Associate Professor of Math	Math	20	1	0	0
Asst Prof of Chemistry	Chemistry	20	1	0	0
Asst Prof of Social Science	Humanities	20	1	0	1
Assl. Professor of Mineral Eng	Mineral Engineering	20	1	0	0
Instructor E&ES	Bureau of Mines	20	1	0	1
Instructor of English	Humanities	20	1	0	1
Instructor of Mathematics	Math	20	1	0	1
Instructor-Humanities	Humanities	20	1	0	1
Instructor-Math	Math	20	1	0	0
Lecturer-Math	Math	20	1	0	0
Lecturer-Physics	Physics	20	1	0	0
MST Instructor	Distant Education	20	1	0	1
Prof. of Foreign Language	Humanities	20	1	1	0
Professor of Astrophysics	Physics	20	1	0	0
Professor of Elec Engr	Electrical Engineering	20	1	0	0
Professor of Geochemistry	Geoscience	20	1	0	0
Professor of Geology	Geoscience	20	1	0	0
Professor of Hydrology	Geoscience	20	1	0	0
Professor of Mat/Met Engr	Materials Engineering	20	1	0	0
Professor of Math	Math	20	1	0	0
Professor of Mathematics	Math	20	3	0	0
Professor of Mineral Engr	Mineral Engineering	20	1	0	0
Professor of Mining Engineerin	Mineral Engineering	20	1	0	0
Professor of Music	Humanities	20	1	0	0
Professor of Physics	Physics	20	2	0	0
Professor of Psychology/ED	Psychology & Education	20	1	0	0
Research Professor	VP for Research & Development	20	1	0	0
		# TOTAL	53	3	8
		% TOTAL	100%	5.66 %	15.09 %

JOB GROUP Other Professionals

JOB TITLE	DEPARTMENT	EEO CATEGORY	TOTAL EMPLOYEES	TOTAL MINORITIES	Total Female
Accountant	IRIS	30	1	0	1



Affirmative Action and Compliance Department
 JOB GROUP ANALYSIS BY FISCAL YEAR

For 07/01/2012 - 06/30/2013

JOB GROUP Other Professionals

JOB TITLE	DEPARTMENT	EEO CATEGORY	TOTAL EMPLOYEES	TOTAL MINORITIES	Total Female
Accountant Facilities Mgt	Fac Management Administration	30	1	0	1
Admin Asst of Admin & Finance	Vice Pres for Admin and Finance	30	1	1	1
Admin Asst of R&ED	VP for Research & Development	30	1	1	1
Admin Asst Student Relations	Vice President for Univ Relations	30	1	1	1
Admission Counselor	Admissions	30	2	1	2
Advancement Specialist	Alumni & Development	30	1	1	0
Architect	Fac Management Administration	30	1	0	0
Assc Facility Security OFC	EMRTC	30	1	0	1
Assoc Dir/Sr Scientist	PRRC	30	1	0	0
Associate Facility Security Of	EMRTC	30	1	1	0
Associate State Mine Inspector	Bureau of Mine Safety	30	1	0	0
Atmospheric Research Scientist	Physics	30	1	0	0
Banner Report Writer	Information Services Department	30	1	1	1
Budget Analyst II	Budget & Analysis	30	1	0	1
Budget Cost Analyst III	BORSEC Operations	30	1	0	0
Business Admin Specialist	EMRTC	30	1	0	1
Chemistry Lab Manager	Bureau of Mines	30	1	0	1
Chief of Staff	EMRTC	30	1	0	0
Computational Analyst II	EMRTC	30	1	0	0
Computer System & Lad Admin	Electrical Engineering	30	1	0	0
Coord Club Sport & Rugby Coach	Intercollegiate Athletics	30	1	0	0
Coord Human Resources	Human Resources	30	1	1	1
Coord International Logistics	IRIS	30	1	1	1
Coord Records & Data	Registrars Office	30	1	0	0
Coord/Residence H&S Conference	Auxiliaries	30	1	0	1
Coordinator Map Production	Bureau of Mines	30	1	0	0
Cost Analyst	EMRTC	30	1	0	0
Cost Analyst /EVS	EMRTC	30	1	1	0
Database Programmer & Administ	PRRC	30	1	0	1
Database Programmer III	EMRTC	30	1	0	1
Direct Cost Analyst	Restricted Funds Accounting	30	1	0	1
Economic Geologist	Bureau of Mines	30	1	0	0
Electronic Engineer	EMRTC	30	1	0	0
Engineer	MRO	30	1	1	0
Engineer II	EMRTC	30	1	1	0
Environmental Engineer	EMRTC	30	1	0	1
Environmental Scientist	EMRTC	30	1	0	1

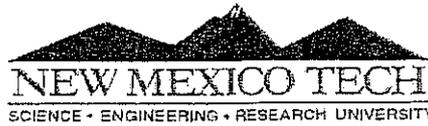


Affirmative Action and Compliance Department
 JOB GROUP ANALYSIS BY FISCAL YEAR

For 07/01/2012 - 06/30/2013

JOB GROUP Other Professionals

JOB TITLE	DEPARTMENT	FEEO CATEGORY	TOTAL EMPLOYEES	TOTAL MINORITIES	Total Female
Facility Security Officer	EMRTC	30	1	1	1
Faculty Researcher	VP for Research & Development	30	1	0	0
Field Geologist	Bureau of Mines	30	1	0	0
Field Geologist Bureau Geology	Bureau of Mines	30	1	0	0
Field Geologist Bureau of Geol	Bureau of Mines	30	1	0	0
Field Geologist/Webmaster	Bureau of Mines	30	2	0	0
Financial Aid Counselor	Financial Aid Office	30	1	1	0
Geol Lib/Mgr Publications	Bureau of Mines	30	1	0	1
GIS Specialist II	Bureau of Mines	30	1	0	0
Hazard Waste/Safety Officer	VP for Research & Development	30	1	0	0
Head Golf Professional	Auxiliaries	30	1	1	0
Hydrogeological Lab Assoc	Bureau of Mines	30	1	0	0
Hydrogeologist	Bureau of Mines	30	1	0	0
Hydrologist	Bureau of Mines	30	1	0	0
Industrial Tech/Section Head	PRRC	30	1	0	1
Instrumentation Engineer	Physics	30	1	0	0
Inventory Control Coordinator	IRIS	30	1	1	0
Lab Assoc.	PRRC	30	1	0	1
Lab Associate	Chemical Engineering	30	1	0	0
Lab Associate for Chemistry	Chemical Engineering	30	1	0	0
Lab Associate of Biology	Biology	30	1	0	1
Laboratory Facility Manager	VP for Research & Development	30	1	0	0
Lead Electronics Engineer	MRO	30	1	1	0
Lead Info Technology	MRO	30	1	0	0
Lead Scientist Instrument Dev	MRO	30	1	0	0
Lead Software Controls	MRO	30	1	0	0
Living/Learning Community Spec	VP of Academic Affairs	30	1	0	1
Machine Shop Supv	VP for Research & Development	30	1	1	0
Manager IT	EMRTC	30	1	0	0
Manager of Distance Tech	Distant Education	30	1	0	0
Manager of Training Developmen	EMRTC	30	1	0	1
Manager Publications Sales Off	Bureau of Mines	30	1	0	1
Managing Editor Bureau Geology	Bureau of Mines	30	1	0	1
Math Education Specialist	Math	30	1	0	1
Mechanical Systems Mgr	Fac Management Administration	30	1	1	0
Mgr Training Edu Lead	Technology Transfer Group	30	1	1	1
Mine Safety/Training Spec	Bureau of Mine Safety	30	1	1	0



Affirmative Action and Compliance Department
 JOB GROUP ANALYSIS BY FISCAL YEAR

For 07/01/2012 - 06/30/2013

JOB GROUP Other Professionals

JOB TITLE	DEPARTMENT	IEEO CATEGORY	TOTAL EMPLOYEES	TOTAL MINORITIES	Total Female
Mineralogist/Geologist	Bureau of Mines	30	1	0	0
MST Coordinator	Psychology & Education	30	1	0	0
Multimedia Production Tech II	EMRTC	30	1	1	0
Nurse Practitioner	Vice President for Univ Relations	30	1	0	1
Optic Instrumentation Eng	MRO	30	1	0	1
OPTO Mechanical Engineer	MRO	30	1	1	0
Oracle Database Admin	Information Services Department	30	1	0	0
Performing Arts Director	Vice President for Univ Relations	30	1	0	1
Principal Investigator	EMRTC	30	1	0	0
Production Editor	Bureau of Mines	30	1	0	1
Program Analyst III	Information Services Department	30	1	0	1
Program Coordinator	Vice President for Univ Relations	30	1	0	0
Program Manager	IERA	30	1	0	1
Program Manager IERA	IERA	30	1	0	1
Program Manager of IERA	IERA	30	1	0	1
Program Sr Electronics Eng	EMRTC	30	1	0	0
Programmer/Analyst III	Information Services Department	30	1	1	0
Public Information Specialist	Alumni & Development	30	1	0	0
Quality Engineer	EMRTC	30	1	0	0
Reigistered Nurse	Student Affairs	30	1	0	0
Research Scientist	VP for Research & Development	30	1	0	0
Research Accountant	EMRTC	30	1	0	1
Research Accountant	Restricted Funds Accounting	30	2	1	2
Research Accountant Bus Office	Restricted Funds Accounting	30	1	0	1
Research Accountant of BO	Restricted Funds Accounting	30	1	1	1
Research Accountant of EMRTC	PRRC	30	1	0	1
Research Assistant	IERA	30	2	1	1
Research Associate	Biology	30	1	0	1
Research Associate	Materials Engineering	30	1	0	0
Research Engineer	PRRC	30	1	0	1
Research Engineer EMRTC	EMRTC	30	1	1	0
Research Engineer I	EMRTC	30	2	0	0
Research Engineer II	EMRTC	30	2	0	0
Research Engineer III	EMRTC	30	1	0	0
Research Engr EMRTC	EMRTC	30	1	0	0
Research Scientist	EMRTC	30	3	0	1
Research Scientist	PRRC	30	1	0	0



Affirmative Action and Compliance Department
 JOB GROUP ANALYSIS BY FISCAL YEAR

For 07/01/2012 - 06/30/2013

JOB GROUP Other Professionals

JOB TITLE	DEPARTMENT	EEO CATEGORY	TOTAL EMPLOYEES	TOTAL MINORITIES	Total Female
Research Scientist I	EMRTC	30	1	0	1
Research Scientist I	VP for Research & Development	30	1	0	0
Research Scientist IERA	IERA	30	1	0	0
Research Scientist II	EMRTC	30	1	1	0
Research Scientist II	ICASA	30	1	0	0
Research Scientist of IERA	IERA	30	1	0	0
Research Scientist PRRC	PRRC	30	1	0	0
Safety Officer	EMRTC	30	1	0	0
Section Head Research Scientis	PRRC	30	1	0	0
Section Head/Research Assoc	PRRC	30	1	0	0
Section Head/Senior Engineer	PRRC	30	1	0	0
Seis Software Engineer/Scienti	IRIS	30	1	0	0
Seismologic Hardware Engineer	IRIS	30	1	1	0
Seismological Staff Scientist	IRIS	30	2	0	0
Senior Geophysicist Field Geol	Bureau of Mines	30	1	0	1
Senior OPTO Mechanical Eng	VP for Research & Development	30	1	1	0
Senior Research Engineer	EMRTC	30	1	0	0
Senior Scientist/Chemist	IERA	30	1	0	0
Senior Staff Accountant	Restricted Funds Accounting	30	1	1	1
Senior Staff Scientist	IRIS	30	2	0	1
Senior Staff Scientist/ Data G	Community Education	30	1	1	1
Service Coordinator	Tech Computer Center	30	1	0	0
Software Engineer	ICASA	30	1	0	1
Software Engineer	VP for Research & Development	30	1	1	0
Special Asst to VP of R&ED	VP for Research & Development	30	1	0	0
Specialist Training Operations	BORSEC Operations	30	1	1	0
Sr Coal Geologist	Bureau of Mines	30	1	0	1
Sr Economic Geologist	Bureau of Mines	30	1	0	1
Sr Engineer Field Operations	IRIS	30	1	0	0
Sr Engineer/Polar Mngr	IRIS	30	1	0	0
Sr Envir Geologist	Bureau of Mines	30	1	0	0
Sr Field Geologist of Bureau	Bureau of Mines	30	1	0	0
Sr Geophronologist	Bureau of Mines	30	1	0	0
Sr Geological Lab Assc	Bureau of Mines	30	1	0	0
Sr Research Assoc IERA	EMRTC	30	1	0	0
Sr Research Engineer II IERA	IERA	30	1	0	1
Sr Research Engr EMRTC	EMRTC	30	1	0	0



Affirmative Action and Compliance Department
 JOB GROUP ANALYSIS BY FISCAL YEAR

For 07/01/2012 - 06/30/2013

JOB GROUP Other Professionals

JOB TITLE	DEPARTMENT	EEO CATEGORY	TOTAL EMPLOYEES	TOTAL MINORITIES	Total Female
Sr Research Scientist	EMRTC	30	1	0	0
Sr Research Scientist	Geoscience	30	1	0	1
Sr Research Scientist	ICASA	30	1	0	1
Sr Research Scientist	PRRC	30	1	0	0
Sr Researcher Assoc IERA	EMRTC	30	1	0	1
SR UNIX SYS Programmer	Tech Computer Center	30	1	0	0
Sr Volcanologist	Bureau of Mines	30	1	0	0
Sr. Engineer Field Operations	IRIS	30	1	0	0
Sr. Research Scientist	EMRTC	30	1	0	0
Sr. Staff Scientist	IRIS	30	2	0	0
SrStaffScientist/IRIS PASSCAL	IRIS	30	1	0	0
St Staff Scientist	IRIS	30	1	0	1
Staff Scientist Hardware Spec	IRIS	30	1	0	1
Staff Scientist of IRIS/PASSCA	IRIS	30	3	0	0
Staff Scientist Seismometer Sp	IRIS	30	1	1	0
Staff Scientist Software Eng	IRIS	30	1	0	0
Staff Scientist/Data Specialis	IRIS	30	1	0	1
Staff Scientist/Hardware Engin	IRIS	30	1	0	0
Staff Scientist/Permit Coordin	IRIS	30	1	0	1
Starbase Data Anaylst	Technology Transfer Group	30	1	0	1
STEM Outreach Coordinator	Technology Transfer Group	30	1	1	0
Systems & Network Mgr	PRRC	30	1	0	0
System Administrator	EMRTC	30	1	1	0
Systems Administrator	EMRTC	30	1	0	0
Tech Trnsfer ProcessSpecialist	Technology Transfer Group	30	1	1	1
Technical Information Assoc	President's Office	30	1	1	1
Technical Information Associat	PRRC	30	1	0	1
Technical Writer	Technology Transfer Group	30	1	0	0
UA Array Coordinator	IRIS	30	1	0	1
# TOTAL			191	40	70
% TOTAL			100%	20.94 %	36.65 %

JOB GROUP Technical and Paraprofessional

JOB TITLE	DEPARTMENT	EEO CATEGORY	TOTAL EMPLOYEES	TOTAL MINORITIES	Total Female
Accounting Technician	Payroll	40	2	0	2
Accounts Payable Specialist	Accounts Payable	40	2	0	2



Affirmative Action and Compliance Department
 JOB GROUP ANALYSIS BY FISCAL YEAR

For 07/01/2012 - 06/30/2013

JOB GROUP Technical and Paraprofessional

JOB TITLE	DEPARTMENT	EEO CATEGORY	TOTAL EMPLOYEES	TOTAL MINORITIES	Total Female
Administrative Coordinator	Budget & Analysis	40	1	0	1
Administrative Specialist	Affirmative Action	40	1	1	1
Administrative Specialist	EMRTC	40	1	1	1
Analyst Fixed Assets	Business Office	40	1	0	1
Application Support Specialist	Computer Center Instruction	40	1	0	0
Aux Services Specialist	Auxiliaries	40	1	1	1
Building Maintenance Specialis	Fac Management Administration	40	1	0	0
Buyer EMRTC	EMRTC	40	1	1	1
Buyer II	Purchasing	40	2	2	2
Buyer of Purchasing	Purchasing	40	1	1	1
Cartographer II	Bureau of Mines	40	1	1	1
Client Services Coordinator	Distant Education	40	1	0	1
Client Sevices Supervisor	Information Services Department	40	1	0	0
Coord Admissions Office	Admissions	40	1	1	1
Coord Community College	Distant Education	40	1	0	2
Coord Customer Services	Fac Management Administration	40	1	1	1
Coord Petroleum Information	Bureau of Mines	40	1	1	1
Coordinator PRRC Admin	PRRC	40	1	0	1
Cost Analyst	PRRC	40	1	1	1
Department Specialist	VP for Research & Development	40	1	1	1
Distance Education Specialist	Distant Education	40	1	1	1
Early Childhood Teacher	Auxiliaries	40	1	1	1
Early Education Teacher	Auxiliaries	40	2	1	2
Engineering Technician III	Technology Transfer Group	40	1	0	1
Financial Aid Technician III	Financial Aid Office	40	1	1	1
GIS Technician	Bureau of Mines	40	1	0	1
Golf Shop Assistant	Auxiliaries	40	1	1	0
Grants & Contracts Specialist	EMRTC	40	1	0	0
Hydrogeologic Lab Tech III	Bureau of Mines	40	1	0	1
Information Technology Special	EMRTC	40	1	0	0
Instructional Tech Support Spe	Distant Education	40	1	1	1
Instrument Technician Coordina	PRRC	40	1	0	0
Instrumentation Tech III	EMRTC	40	5	4	0
Internal Control	Business Office	40	1	1	1
Irrigation Specialist	Fac Management Administration	40	1	1	0
Irrigation Technician	Fac Management Administration	40	1	1	0
Lab Tech II	Geoscience	40	1	0	0



Affirmative Action and Compliance Department
JOB GROUP ANALYSIS BY FISCAL YEAR

For 07/01/2012 - 06/30/2013

JOB GROUP Technical and Paraprofessional

JOB TITLE	DEPARTMENT	EEO CATEGORY	TOTAL EMPLOYEES	TOTAL MINORITIES	Total Female
Lab Tech III	Bureau of Mines	40	1	1	0
Law Enforcement Tech	Campus Police	40	1	1	0
Lead Maintenance Technician	VP for Research & Development	40	1	0	0
Library Systems Specialist	Library	40	1	1	0
Library Tech Assit II	Library	40	1	0	0
Library Tech Asst II	Library	40	1	1	1
Library Tech I	Library	40	1	0	0
Library Tech II	Library	40	2	0	2
Mathematics Depart. Specialist	Math	40	1	1	1
Mgr Photo Lab	EMRTC	40	1	0	1
Multimedia Production Tech II	EMRTC	40	2	0	1
Multimedia Specialist	EMRTC	40	1	0	1
Office Coordinator	IRIS	40	1	0	1
Office Coordinator	Tech Computer Center	40	1	1	1
Office Mgr/Field Coord Langmui	VP for Research & Development	40	1	0	1
Office Mgr/Field Coord of IRIS	IRIS	40	1	1	1
Ordnance Tech II	EMRTC	40	1	0	0
Ordnance Tech III	EMRTC	40	4	0	0
Payroll Specialist	EMRTC	40	1	0	0
Petroleum Comp Specialist	Bureau of Mines	40	1	0	1
Physical Recreation Specialist	intercollegiate Athletics	40	1	1	1
Program Coordinator	Student Affairs	40	1	0	1
Publications Resource Speciali	Bureau of Mines	40	1	0	1
Report Production Coordinator	Bureau of Mines	40	1	0	1
Senior Cartographer	Bureau of Mines	40	1	1	0
Shipping & Receiving Oper Tech	Fac Management Administration	40	1	1	0
Spealist III of IERA	IERA	40	1	0	1
Spec II:PCard / Receptionst	Purchasing	40	1	1	1
Specialist	VP for Research & Development	40	1	1	1
Specialist Accounts Payable	Accounts Payable	40	1	0	1
Specialist Human Resources	Human Resources	40	1	1	1
Specialist Property Admin	Property Control	40	1	1	0
Specialist Research Services	VP for Research & Development	40	1	0	1
Sr Accounting Tech Travel	Business Office	40	1	0	1
Sr Grants/Contracts Specialist	EMRTC	40	1	0	1
Sr Lab Associate Bur of Geo	Bureau of Mines	40	2	0	2
Sr Technologist Banner	Registrars Office	40	1	0	1



Affirmative Action and Compliance Department
JOB GROUP ANALYSIS BY FISCAL YEAR

For 07/01/2012 - 06/30/2013

JOB GROUP Technical and Paraprofessional

JOB TITLE	DEPARTMENT	EEO CATEGORY	TOTAL EMPLOYEES	TOTAL MINORITIES	Total Female
Sr. Accounting Tech	Payroll	40	1	1	1
Student Account Specialist	General Accounting	40	1	0	1
Supv Communications Services	Information Services Department	40	1	0	0
Tech Transfer Specialist	Technology Transfer Group	40	1	1	1
Technical Director	Auxiliaries	40	1	0	0
Telecom Technician	Information Services Department	40	1	1	0
Telecommunications Installer	Information Services Department	40	1	1	0
Test Range Gunner I	EMRTC	40	2	0	0
Warehouse Operations Technician	EMRTC	40	1	1	0
Warehouse Technician	Fac Management Administration	40	1	1	0
# TOTAL			101	46	63
% TOTAL			100%	45.54 %	62.38 %

JOB GROUP Clerical and Secretarial

JOB TITLE	DEPARTMENT	EEO CATEGORY	TOTAL EMPLOYEES	TOTAL MINORITIES	Total Female
Accounting Clerk	EMRTC	50	1	0	1
Accounting Clerk BO	General Accounting	50	1	1	1
Admin Coordinator	Alumni & Development	50	1	1	1
Admin Sec II Admin & Finance	Vice Pres for Admin and Finance	50	1	1	1
Admin Sec II Admissions	Admissions	50	1	1	1
Admin Secretary I Admissions	Admissions	50	1	1	1
Admin Secretary I Councl Serv	Student Affairs	50	1	1	1
Admin Secretary I Fac Mgmt	Computer Science	50	1	1	1
Admin Secretary II Admissions	Admissions	50	1	0	1
Admin Secretary II Aux	Auxiliaries	50	1	0	1
Admin Secretary II Biology	Biology	50	1	1	1
Admin Secretary II Bur of Geo	Bureau of Mines	50	1	0	1
Admin Secretary II Chemistry	Chemistry	50	1	0	1
Admin Secretary II CLASS	Humanities	50	1	0	1
Admin Secretary II E&ES	Geoscience	50	1	0	1
Admin Secretary II Elect Eng	Electrical Engineering	50	1	0	1
Admin Secretary II Grad Office	Graduate Dean	50	1	0	1
Admin Secretary II HSI-STEM	VP of Academic Affairs	50	1	0	0
Admin Secretary II Science Fai	Science & Engineering Fair	50	1	1	1
Admin Serv Coord Bureau of Geo	Bureau of Mines	50	1	1	1
Admin Services Coord of E&ES	Geoscience	50	1	0	1



Affirmative Action and Compliance Department
 JOB GROUP ANALYSIS BY FISCAL YEAR

For 07/01/2012 - 06/30/2013

JOB GROUP Clerical and Secretarial

JOB TITLE	DEPARTMENT	EEO CATEGORY	TOTAL EMPLOYEES	TOTAL MINORITIES	Total Female
Admin Services Coordinator	Bureau of Mines	50	1	1	1
Administrative Sec. II	Bureau of Mine Safety	50	1	1	1
Administrative Secretary I	Auxiliaries	50	1	1	1
Administrative Secretary I	Fac Management Administration	50	1	0	1
Administrative Secretary I	Mineral Engineering	50	1	1	1
Administrative Secretary II	EMRTC	50	2	1	2
Administrative Secretary II	Materials Engineering	50	1	0	1
Administrative Secretary II	Petroleum	50	1	0	1
Administrative Secretary II	Psychology & Education	50	1	1	1
Administrative Secretary II	Registrars Office	50	1	1	1
Administrative Secretary II CS	Graduate Dean	50	1	0	1
Administrative Services Coordi	VP for Research & Development	50	1	0	1
Clerk	Business Office	50	1	0	1
HR Information Clerk	Human Resources	50	1	1	1
Office Coordinator	Graduate Dean	50	1	0	1
Office Coordinator	VP of Academic Affairs	50	1	1	1
Office Coordinator of ISD	Information Services Department	50	1	1	1
Postal Clerk	Post Office	50	3	2	3
Senior Accounting Clerk	Business Office	50	1	0	1
Sr Accounting Clerk	Business Office	50	1	1	1
Sr Accounting Clerk	Fac Management Administration	50	1	1	1
Sr. Accounting Clerk	Business Office	50	1	1	1
Sr. Accounting Clerk Fac Mgmt	Fac Management Administration	50	1	1	1
# TOTAL			47	26	46
% TOTAL			100%	55.32 %	97.87 %

JOB GROUP Skilled Crafts

JOB TITLE	DEPARTMENT	EEO CATEGORY	TOTAL EMPLOYEES	TOTAL MINORITIES	Total Female
Apprentice Plumber	Fac Management Administration	60	1	1	0
Bus Driver	EMRTC	60	1	1	1
Carpenter	Carpentry Maintenance	60	1	1	0
Carpenter	EMRTC	60	1	1	0
Carpenter	Fac Management Administration	60	1	1	0
Carpenter Lead	Fac Management Administration	60	1	1	0
Carpenter Lead Man	EMRTC	60	1	1	0
Carpenter Tradesman	Fac Management Administration	60	3	1	0



Affirmative Action and Compliance Department
 JOB GROUP ANALYSIS BY FISCAL YEAR

For 07/01/2012 - 06/30/2013

JOB GROUP Skilled Crafts

JOB TITLE	DEPARTMENT	EEO CATEGORY	TOTAL EMPLOYEES	TOTAL MINORITIES	Total Female
Electrician	EMRTC	60	1	1	0
Electrician Leadman Fac Mgmt	Fac Management Administration	60	1	1	0
Heavy Equipment Oiler II	EMRTC	60	1	1	0
Heavy Equipment Operator	Fac Management Administration	60	1	0	0
Hvy Equip Operator Fac Mgmt	MRO	60	1	0	0
Lead Maintenance Carpenter	Bureau of Mines	60	1	1	0
Machinist Helper	EMRTC	60	1	1	0
Mechanic II Bureau of Geo	Bureau of Mines	60	1	1	0
Mechanic III	EMRTC	60	1	1	0
Painter	Fac Management Administration	60	1	1	0
Plumber Helper	Fac Management Administration	60	1	1	0
Plumber Journeyman Fac Mgmt	Fac Management Administration	60	1	1	0
Plumber Tradesman	Fac Management Administration	60	1	1	0
Sr Mechanic EMRTC	EMRTC	60	1	1	0
Test Range Leadman	EMRTC	60	2	2	0
Test Range Operator I	EMRTC	60	3	3	0
Test Range Operator II	EMRTC	60	6	6	0
Test Range Operator III	EMRTC	60	5	4	0
TRO Leadman	EMRTC	60	1	1	0
Welder Machine Shop	EMRTC	60	1	1	0
Yard Leadman	VP for Research & Development	60	1	0	0

TOTAL 43
 % TOTAL 100% 86.05 % 2.33 %

JOB GROUP Service/Maintenance

JOB TITLE	DEPARTMENT	EEO CATEGORY	TOTAL EMPLOYEES	TOTAL MINORITIES	Total Female
Assistant Cook	Auxiliaries	70	1	0	1



Affirmative Action and Compliance Department
 JOB GROUP ANALYSIS BY FISCAL YEAR

For 07/01/2012 - 06/30/2013

JOB GROUP Service/Maintenance

JOB TITLE	DEPARTMENT	EEO CATEGORY	TOTAL EMPLOYEES	TOTAL MINORITIES	Total Female
Bldg. Maintenance Assoc	Fac Management Administration	70	2	2	0
Building Maintenance Assoc	Fac Management Administration	70	1	1	0
Building Maintenance Associate	Fac Management Administration	70	2	2	0
Building Maintenance Asst	Grounds Maintenance	70	1	1	0
Caretaker	Auxiliaries	70	1	0	0
Certified Groundskeeper	Fac Management Administration	70	2	2	0
Custodian	Custodial Services	70	3	3	2
Custodian	Fac Management Administration	70	19	15	12
Detective Police Officer	Campus Police	70	1	0	0
Equipment Room -Gym Attendant	intercollegiate Athletics	70	1	1	1
Groundskeeper	Fac Management Administration	70	4	4	0
Groundskeeper	Golf Course Maintenance	70	1	1	0
Groundskeeper FT	Fac Management Administration	70	1	1	0
Groundskeeper EMR FT	Fac Management Administration	70	1	0	0
Irrigation Technician	Grounds Maintenance	70	1	1	0
Lead Custodian	Fac Management Administration	70	2	2	1
Maintenance Associate	Fac Management Administration	70	1	1	0
Police Dispatcher	Campus Police	70	1	1	0
Police Officer	Campus Police	70	6	3	1
Pool Maintenance	Auxiliaries	70	1	0	0
Sec Off-Public Safety Dispatch	Campus Police	70	1	0	1
Security Officer	Campus Police	70	3	2	0
Sergeant	Campus Police	70	1	1	1
Snack Bar Counter Attendant	Auxiliaries	70	1	0	1
Sr. Dispatcher	Campus Police	70	1	0	0

TOTAL 60 44 21



Affirmative Action and Compliance Department
JOB GROUP ANALYSIS BY FISCAL YEAR

For 07/01/2012 - 06/30/2013

% TOTAL	100%	73.33 %	35.00 %
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Affirmative Action and Compliance Department
WORK FORCE ANALYSIS

DEPARTMENT
(OR ORGANIZATIONAL UNIT)

DEPARTMENT SUMMARY BY FISCAL YEAR

For 07/01/2012 - 06/30/2013

Accounts Payable

Job Group	JOB TITLE	Salary Code	Total Employees	Total Minorities	Females		Males		Females		Males		Females		Males		Annual	
					AA	White	AA	White	Nat/Haw	AA	White	Nat/Haw	AA	White	Nat/Haw	AA		White
40	Accounts Payable Specialist	08	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0	48,318
10	Supervisor Accounts Payable	12	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	34,553
40	Specialist Accounts Payable	08	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	25,210
Department Total:			4	1	3	3	0	0	0	0	0	0	0	0	0	0	0	
% Total:			100%	25.00%	75.00%	75.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	

Admissions

Job Group	JOB TITLE	Salary Code	Total Employees	Total Minorities	Females		Males		Females		Males		Females		Males		Annual	
					AA	White	AA	White	Nat/Haw	AA	White	Nat/Haw	AA	White	Nat/Haw			
30	Admission Counselor	12	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	66,300
10	Assoc Dir Admission	14	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	56,914
40	Coord Admissions Office	11	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	26,520
50	Admin Secretary I Admissions	07	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	23,712
50	Admin Sec II Admissions	08	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	22,255
50	Admin Secretary II Admissions	08	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	20,592
Department Total:			7	4	3	3	0	0	0	0	0	0	0	0	0	0	0	
% Total:			100%	57.14%	42.86%	42.86%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	

Affirmative Action



**Affirmative Action and Compliance Department
WORK FORCE ANALYSIS**

For 07/01/2012 - 06/30/2013

DEPARTMENT SUMMARY BY FISCAL YEAR

DEPARTMENT
(OR ORGANIZATIONAL UNIT)

Auxiliaries

Job Group	Salary Code	JOB TITLE	Total Employees	Total Minorities	Female Hor/UJ	Female Hor/UN	Females White	Females AA	Females AA/Hispanic	Females AA	Male Hor/UJ	Male Hor/UN	Males White	Males AA	Males AA/Hispanic	Males AA	Annual
10	21	Dir Auxiliary Services	1	0	0	1	1	0	0	0	0	0	0	0	0	0	92,884
10	09	Director of Golf	1	0	0	0	0	0	0	0	0	0	0	0	0	0	92,410
10	19	Dir Residential Life	1	0	0	0	0	0	0	0	0	0	0	0	0	0	92,000
10	16	Dir Macey Center	1	0	0	1	1	0	0	0	0	0	0	0	0	0	55,500
10	16	Director of Children's Center	1	0	0	1	1	0	0	0	0	0	0	0	0	0	47,151
10	14	Assil. Dir. Residential Life	1	0	0	1	1	0	0	0	0	0	0	0	0	0	40,000
40	12	Technical Director	1	0	0	0	0	0	0	0	0	0	0	0	0	0	38,944
10	14	Asst Dir Macey Center	1	1	1	0	0	0	0	0	0	0	0	0	0	0	35,700
40	09	Aux Services Specialist	1	1	1	0	0	0	0	0	0	0	0	0	0	0	33,446
30	13	Head Golf Professional	1	0	0	0	0	0	0	0	0	0	0	0	0	0	32,640
70	02	Pool Maintenance	1	0	0	0	0	0	0	0	0	0	0	0	0	0	27,496
30	11	Coord/Residence H/S Conference	1	0	0	1	1	0	0	0	0	0	0	0	0	0	25,500
40	12	Early Education Teacher	1	0	0	1	1	0	0	0	0	0	0	0	0	0	25,397
40	07	Early Education Teacher	1	1	1	0	0	0	0	0	0	0	0	0	0	0	24,690
70	01	Assistant Cook	1	0	0	1	1	0	0	0	0	0	0	0	0	0	21,632
50	08	Admin Secretary II Aux	1	0	0	1	1	0	0	0	0	0	0	0	0	0	21,403
70	04	Shack Bar Counter Attendant	1	0	0	1	1	0	0	0	0	0	0	0	0	0	20,800
40	08	Golf Shop Assistant	1	1	0	0	0	0	0	0	0	0	0	0	0	0	20,592
40	07	Early Childhood Teacher	1	1	1	0	0	0	0	0	0	0	0	0	0	0	19,074
50	07	Administrative Secretary I	1	1	1	0	0	0	0	0	0	0	0	0	0	0	15,912
70	05	Caretaker	1	0	0	0	0	0	0	0	0	0	0	0	0	0	11,190
Department Total:			21	8	4	9	8	0	0	0	4	4	4	0	0	0	0
% Total:			100%	38.10	19.05	42.86	38.10	0.00	0.00	0.00	19.05	19.05	19.05	0.00	0.00	0.00	0.00

Biology



**Affirmative Action and Compliance Department
WORK FORCE ANALYSIS**

DEPARTMENT
(OR ORGANIZATIONAL UNIT)

DEPARTMENT SUMMARY BY FISCAL YEAR

For 07/01/2012 - 06/30/2013

Biology

Job Group	JOB TITLE	Salary Code	Total Employees	Total Minorities	Female Hor/LN	Female Hor/LY	Female AA	Female White	Females AA	Females NA/Haw	Females A	Females AL	Male Hor/LN	Male Hor/LY	Male AA	Male White	Males AA	Males NA/Haw	Males A	Males AL	Annual
20	Associate Professor of Biology	FAC	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	62,288
30	Lab Associate of Biology	14	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	37,192
30	Research Associate	16	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	32,640
50	Admin Secretary II Biology	06	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	23,396
Department Total:			4	1	2	2	2	2	0	0	0	0	1	0	0	1	0	0	0	0	0
% Total:			100%	25.00%	50.00%	50.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	25.00%	0.00%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%

BORSEC Operations

Job Group	JOB TITLE	Salary Code	Total Employees	Total Minorities	Female Hor/LN	Female Hor/LY	Female AA	Female White	Females AA	Females NA/Haw	Females A	Females AL	Male Hor/LN	Male Hor/LY	Male AA	Male White	Males AA	Males NA/Haw	Males A	Males AL	Annual
10	Associate Director Prog Deve	28	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	154,224
30	Specialist Training Operations	21	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	77,112
30	Budget Cost Analyst III	14	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	37,440
Department Total:			3	1	0	0	0	0	0	0	0	0	2	0	0	1	0	0	0	0	1
% Total:			100%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	66.67%	0.00%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	33.33%

Budget & Analysis



**Affirmative Action and Compliance Department
 WORK FORCE ANALYSIS**

For 07/01/2012 - 06/30/2013

DEPARTMENT SUMMARY BY FISCAL YEAR

DEPARTMENT
 (OR ORGANIZATIONAL UNIT)

Budget & Analysis

Job Group	Salary Code	JOB TITLE	Total Employees	Total Minorities	Females			Males			Annual
					Hor/LY	AA	White	Hor/LY	AA	White	
10	20	Associate VP for Budget	1	0	0	0	0	0	0	0	132,901
30	14	Budget Analyst II	1	0	0	0	0	0	0	0	44,480
40	D9	Administrative Coordinator	1	0	0	0	0	0	0	0	29,203
Department Total:			3	0	0	0	0	0	0	0	
% Total:			100%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	

Bureau of Mine Safety

Job Group	Salary Code	JOB TITLE	Total Employees	Total Minorities	Females			Males			Annual
					Hor/LY	AA	White	Hor/LY	AA	White	
30	14	Associate State Mine Inspector	1	0	0	0	0	0	0	0	61,985
30	17	Mine Safety/Training Spec	1	0	0	0	0	0	0	0	56,332
50	08	Administrative Sec. II	1	0	0	0	0	0	0	0	29,682
Department Total:			3	0	0	0	0	0	0	0	
% Total:			100%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	

Bureau of Mines



**Affirmative Action and Compliance Department
WORK FORCE ANALYSIS**

DEPARTMENT SUMMARY BY FISCAL YEAR

For 07/01/2012 - 06/30/2013

Report: WORK FORCE ANALYSIS
Run on: 01/27/2014 01:14 PM

DEPARTMENT
(OR ORGANIZATIONAL UNIT)

Bureau of Mines

Job Group	Salary Code	JOB TITLE	Total Employees	Total Minorities	Females		Males		Total
					AA	White	AA	White	
30	20	Hydrologist	1	0	0	0	0	0	1
10	26	Dir Bureau of Geology	1	0	0	0	0	0	1
30	11	Field Geologist/Webmaster	2	0	0	0	0	0	2
30	11	GIS Specialist II	1	0	0	0	0	0	1
10	21	Principal Senior Petroleum Geo	1	0	0	0	0	0	1
10	22	Assoc. Dir. Gov. Liaison/Plnc	1	0	0	0	0	0	1
30	21	Mineralogist/Geologist	1	0	0	0	0	0	1
30	11	Sr. Geochronologist	1	0	0	0	0	0	1
40	14	Sr. Lab Associate Bur. of Geo	2	0	0	0	0	0	2
30	23	Sr. Volcanologist	1	0	0	0	0	0	1
10	11	Asst Dir Laboratories	1	0	0	0	0	0	1
30	11	Sr. Envir Geologist	1	0	0	0	0	0	1
10	20	Asst Dir Computer	1	0	0	0	0	0	1
30	11	Sr. Coal Geologist	1	0	0	0	0	0	1
30	11	Sr. Economic Geologist	1	0	0	0	0	0	1
30	11	Sr. Field Geologist of Bureau	1	0	0	0	0	0	1
10	22	Associate Director Mapping	1	0	0	0	0	0	1
30	11	Field Geologist Bureau Geology	1	0	0	0	0	0	1
30	20	Senior Geophysicist Field Geol	1	0	0	0	0	0	1
10	15	Asst Dir Finance	1	0	0	0	0	0	1
30	18	Field Geologist Bureau of Geol	1	0	0	0	0	0	1
30	17	Chemistry Lab Manager	1	0	0	0	0	0	1
30	11	Hydrogeologist	1	0	0	0	0	0	1
10	15	Assistant Program Manager	1	0	0	0	0	0	1
30	14	Sr. Geological Lab Assoc	1	0	0	0	0	0	1
30	18	Field Geologist	1	0	0	0	0	0	1
30	11	Managing Editor Bureau Geology	1	0	0	0	0	0	1
30	16	Coordinator Map Production	1	0	0	0	0	0	1
50	10	Admin. Serv. Coord Bureau of Geo	1	0	0	0	0	0	1
30	14	Hydrogeological Lab Assoc	1	0	0	0	0	0	1
50	11	Lead Maintenance Carpenter	1	0	0	0	0	0	1
10	13	Mgr. Geol. Eval. Services	1	0	0	0	0	0	1
40	13	Report Production Coordinator	1	0	0	0	0	0	1
30	15	Geol. Lib/Mgr. Publications	1	0	0	0	0	0	1
40	14	Senior Cartographer	1	0	0	0	0	0	1
50	09	Admin. Services Coordinator	1	0	0	0	0	0	1
30	21	Economic Geologist	1	0	0	0	0	0	1
50	08	Admin. Secretary II Bur. of Geo	1	0	0	0	0	0	1



**Affirmative Action and Compliance Department
WORK FORCE ANALYSIS**

DEPARTMENT
(OR ORGANIZATIONAL UNIT)

DEPARTMENT SUMMARY BY FISCAL YEAR

For 07/01/2012 - 06/30/2013

Business Office

Job Group	Salary Code	JOB TITLE	Total Employees		Total Minorities		Females		Females		Females		Females		Males		Males		Males		Males		Annual
			100%	%	44.44 %	55.55 %	44.44 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	
10	24	Director of Finance	1	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	104,797	
10	20	Controller	1	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	71,400	
40	12	Internal Control	1	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	45,742	
40	15	Analyst Fixed Assets	1	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	38,125	
40	15	SI Accounting Tech Travel	1	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	35,131	
50	09	Senior Accounting Clerk	1	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	31,095	
50	09	SI Accounting Clerk	1	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	29,723	
50	09	SI Accounting Clerk	1	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	27,456	
50	05	Clerk	1	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	11,462	
Department Total:			9	100%	4	44.44 %	5	55.55 %	4	44.44 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	
% Total:			44.44 %		55.55 %		44.44 %		0.00 %		0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %		

Campus Planning

Job Group	Salary Code	JOB TITLE	Total Employees		Total Minorities		Females		Females		Females		Females		Males		Males		Males		Males		Annual
			100%	%	0.00 %	100.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	
10	25	Director Special Projects	1	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	102,000	
Department Total:			1	100%	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	
% Total:			0.00 %		0.00 %		0.00 %		0.00 %		0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %		

Campus Police



**Affirmative Action and Compliance Department
WORK FORCE ANALYSIS**

For 07/01/2012 - 06/30/2013

DEPARTMENT SUMMARY BY FISCAL YEAR

DEPARTMENT
(OR ORGANIZATIONAL UNIT)

Chemical Engineering

Job Group	JOB TITLE	Salary Code	Total Employees	Total Minorities		Females		Males		Total		Females		Males		Total		
				Hor/LY	Hor/LN	AA	White	AA										
30	Lab Associate for Chemistry	14	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
30	Lab Associate	12	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Department Total:			2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Total:			100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Department Total:

% Total:

Chemistry

Job Group	JOB TITLE	Salary Code	Total Employees	Total Minorities		Females		Males		Total		Females		Males		Total	
				Hor/LY	Hor/LN	AA	White										
20	Associate Professor Chemistry	FAC	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
20	Associate Prof of Chemistry	FAC	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
20	Assoc Research Professor	FAC	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
20	Assistant Professor Chemistry	FAC	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
20	Asst Prof of Chemistry	FAC	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
50	Admin Secretary II Chemistry	08	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Department Total:			5	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Total:			100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Department Total:

% Total:

Community Education



**Affirmative Action and Compliance Department
 WORK FORCE ANALYSIS**

DEPARTMENT
 (OR ORGANIZATIONAL UNIT)

DEPARTMENT SUMMARY BY FISCAL YEAR

For 07/01/2012 - 06/30/2013

Community Education

Job Group	Salary Code	Total Employees	Total Minorities	Female	Females	Females	Females	Females	Male	Male	Annual							
				Hof/LN	White	AA	NatHaw	A	Hof/LY	Hof/LN	White	AA	NatHaw	AA	Males A	AI		
30	Senior Staff Scientists/Data G	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	70,673
		100%	100.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	
		1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
		100%	100.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	

Department Total:
 % Total:

Computer Center Instruction

Job Group	Salary Code	Total Employees	Total Minorities	Female	Females	Females	Females	Females	Male	Male	Annual							
				Hof/LN	White	AA	NatHaw	A	Hof/LY	Hof/LN	White	AA	NatHaw	AA	Males A	AI		
40	Application Support Specialist	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	59,779
		100%	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	
		1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
		100%	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	

Department Total:
 % Total:

Computer Science



**Affirmative Action and Compliance Department
WORK FORCE ANALYSIS**

DEPARTMENT SUMMARY BY FISCAL YEAR

For 07/01/2012 - 06/30/2013

DEPARTMENT
(OR ORGANIZATIONAL UNIT)

Custodial Services

Job Group	Job Title	Total Employees	Total Minorities	Females	Females White	Females AA	Females NA/Hispanic	Females AA	Females White	Females AA	Females NA/Hispanic	Males	Males White	Males AA	Males NA/Hispanic	Males A	Males	Annual	
				Her/Ly	Her/LN							Her/Ly	Her/LN						
70	Custodian	3	3	2	0	0	0	0	0	0	0	1	0	0	0	0	0	0	67,205
Department Total:		3	3	2	0	0	0	0	0	0	0	1	0	0	0	0	0	0	
% Total:		100%	100%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	

Department Total:
% Total:

Distant Education

Job Group	Job Title	Total Employees	Total Minorities	Females	Females White	Females AA	Females NA/Hispanic	Females AA	Females White	Females AA	Females NA/Hispanic	Males	Males White	Males AA	Males NA/Hispanic	Males A	Males	Annual	
				Her/Ly	Her/LN							Her/Ly	Her/LN						
40	Coord Community College	1	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	66,122
10	Director of Distance Education	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	65,088
30	Manager of Distance Tech	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	45,900
40	Instructional Tech Support Spe	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	39,999
10	Instructional Technology Spec	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	39,520
40	Client Services Coordinator	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	38,864
40	Distance Education Specialist	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	32,365
20	MST Instructor	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
Department Total:		6	3	2	4	3	0	0	0	0	0	1	2	2	0	0	0	0	
% Total:		100%	37.50%	25.00%	50.00%	37.50%	0.00%	0.00%	0.00%	0.00%	0.00%	12.50%	25.00%	25.00%	0.00%	0.00%	0.00%	0.00%	

Department Total:
% Total:

Electrical Engineering



**Affirmative Action and Compliance Department
 WORK FORCE ANALYSIS**

DEPARTMENT
 (OR ORGANIZATIONAL UNIT)

DEPARTMENT SUMMARY BY FISCAL YEAR

For 07/01/2012 - 06/30/2013

Electrical Engineering

Job Group	JOB TITLE	Salary Code	Total Employees	Total Minorities	Female		Females		Females		Males		Males		Total
					Hor/LY	Hor/LN	White	AA	AA	AA	White	AA	Hor/LY	Hor/LN	
20	Professor of Elec Engr	FAC	1	0	0	0	0	0	0	0	1	0	0	0	82,196
20	Associate Professor of Elec En	FAC	1	0	0	0	0	0	0	0	1	0	0	0	71,967
20	Assoc Prof of Electrical Engr	FAC	1	1	0	0	0	0	0	0	0	0	0	0	66,213
20	Associate Prof of Elec Engr	FAC	1	1	0	0	0	0	0	0	1	0	0	0	64,137
30	Computer System & Lead Admin	16	1	0	0	0	0	0	0	0	1	0	0	0	48,365
50	Admin Secretary II Elect Eng	08	1	0	1	1	0	0	0	0	0	0	0	0	28,746

Department Total: 6 100% 33.33 % 0.00 % 16.67 % 16.67 % 16.67 % 0.00 % 0.00 % 0.00 % 33.33 % 50.00 % 0.00 % 0.00 % 0.00 % 0.00 %

EMRTC



Affirmative Action and Compliance Department
WORK FORCE ANALYSIS

DEPARTMENT
 (OR ORGANIZATIONAL UNIT)

DEPARTMENT SUMMARY BY FISCAL YEAR

For 07/01/2012 - 06/30/2013

EMRTC

Job Group	Salary Code	JOB TITLE	Total Employees	Total Minorities	Females				Males				Annual	
					Hor/LIN	White	AA	Hispanic	AA	Hispanic	Hor/LIN	White		AA
40	13	Multimedia Production Tech II	1	0	1	0	0	0	0	0	0	0	0	38,189
40	14	Multimedia Production Tech II	1	0	0	0	0	0	0	0	0	0	0	38,189
40	12	Mgr Photo Lab	1	0	1	0	0	0	0	0	0	0	0	39,982
40	07	Buyer EMRTC	1	0	0	0	0	0	0	0	0	0	0	36,712
30	15	Systems Administrator	1	0	0	0	0	0	0	0	0	0	0	39,000
30	20	Business Admin Specialist	1	0	1	0	0	0	0	0	0	0	0	34,764
40	12	Grants & Contracts Specialist	1	0	0	0	0	0	0	0	0	0	0	33,675
30	14	Cost Analyst JEVS	1	1	0	0	0	0	0	0	0	0	0	32,895
30	14	Cost Analyst	1	0	0	0	0	0	0	0	0	0	0	32,894
40	09	Information Technology Special	1	0	0	0	0	0	0	0	0	0	0	31,824
60	10	Mechanic III	1	1	0	0	0	0	0	0	0	0	0	31,824
60	11	Carpenter	1	1	0	0	0	0	0	0	0	0	0	31,179
60	13	Test Range Operator III	1	0	0	0	0	0	0	0	0	0	0	30,139
60	09	Heavy Equipment Oper II	1	1	0	0	0	0	0	0	0	0	0	29,266
60	14	Machinist Helper	1	1	0	0	0	0	0	0	0	0	0	28,787
10	11	Assistant Office Manager	1	1	0	0	0	0	0	0	0	0	0	25,442
40	11	Warehouse Operations Technician	1	0	0	0	0	0	0	0	0	0	0	25,002
50	05	Accounting Clerk	1	0	0	0	0	0	0	0	0	0	0	23,546
40	11	Administrative Specialist	1	1	0	0	0	0	0	0	0	0	0	23,197
40	09	Payroll Specialist	1	0	0	0	0	0	0	0	0	0	0	23,046
60	08	Test Range Operator I	1	1	0	0	0	0	0	0	0	0	0	19,864
60	10	Bus Driver	1	1	0	0	0	0	0	0	0	0	0	17,612
Department Total:			11	47	16	1	0	1	39	50	47	1	0	0
% Total:			100%	40.52 %	13.79 %	0.86 %	0.00 %	0.86 %	33.62 %	43.10 %	40.52 %	0.86 %	0.00 %	0.00 %

Environmental Engineering



**Affirmative Action and Compliance Department
 WORK FORCE ANALYSIS**

For 07/01/2012 - 06/30/2013

DEPARTMENT SUMMARY BY FISCAL YEAR

DEPARTMENT
 (OR ORGANIZATIONAL UNIT)

Environmental Engineering

Job Group	Job Title	Salary Code	Total Employees	Total Minorities	Females - HOLLY	Females - HORN	Females - White	Females - AA	Females - Nat/Hispanic	Females - A	Females - AA	Females - White	Females - HORN	Females - AA	Males - HOLLY	Males - HORN	Males - White	Males - AA	Males - Nat/Hispanic	Males - A	Males - AA	Males - White	Males - HORN	Males - AA	Annual
20	Associate Prof Env Engr	FAC	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	56,719

Department Total: 1 0.00 %
 % Total: 100% 0.00 %

Fac Management Administration



**Affirmative Action and Compliance Department
 WORK FORCE ANALYSIS**

DEPARTMENT
 (OR ORGANIZATIONAL UNIT)

DEPARTMENT SUMMARY BY FISCAL YEAR

For 07/01/2012 - 06/30/2013

Fac Management Administration

Job Group	JOB TITLE	Salary Code	Total Employees	Total Minorities	Female		Females AA		Females White		Females AA		Females NA/Haw		Male		Males AA		Males White		Males AA		Males NA/Haw		Annual				
					Ho/LY	Ho/LN	%	AA	%	White	%	AA	%	NA/Haw	%	Ho/LY	Ho/LN	%	AA	%	White	%	AA	%	NA/Haw	%	Annual	%	
70	Groundskeeper FT	04	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	20,155	0		
60	Painter	07	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	20,114	0		
50	Administrative Secretary I	07	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	18,899	0		
70	Groundskeeper EMR FT	04	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	16,952	0		
60	Plumber Helper	04	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	15,912	0		
Department Total:			70	52	15	9	9	0	0	0	0	0	0	0	37	9	4	4	0	0	0	0	0	0	0	0	5	7.14	
% Total:			100%	74.23	%	21.43	%	12.86	%	0.00	%	0.00	%	0.00	%	52.86	%	12.86	%	5.71	%	0.00	%	0.00	%	0.00	%	0.00	%

Financial Aid Office

Job Group	JOB TITLE	Salary Code	Total Employees	Total Minorities	Female		Females AA		Females White		Females AA		Females NA/Haw		Male		Males AA		Males White		Males AA		Males NA/Haw		Annual				
					Ho/LY	Ho/LN	%	AA	%	White	%	AA	%	NA/Haw	%	Ho/LY	Ho/LN	%	AA	%	White	%	AA	%	NA/Haw	%	Annual	%	
10	Dir Financial Aid	21	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	75,985	0		
10	Asst Dir Financial Aid	14	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	43,425	0		
30	Financial Aid Counselor	13	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	30,654	0		
40	Financial Aid Technician III	10	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	26,374	0		
Department Total:			4	2	1	2	2	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0.00	
% Total:			100%	50.00	%	25.00	%	50.00	%	0.00	%	0.00	%	0.00	%	25.00	%	0.00	%	0.00	%	0.00	%	0.00	%	0.00	%	0.00	%

General Accounting



**Affirmative Action and Compliance Department
WORK FORCE ANALYSIS**

For 07/01/2012 - 06/30/2013

DEPARTMENT SUMMARY BY FISCAL YEAR

DEPARTMENT
(OR ORGANIZATIONAL UNIT)

General Accounting

Job Group	Salary Code	Job Title	Total Employees	Total Minorities	Female Ho/LY	Female Ho/LN	Female White	Females AA	Females Nat/Hav	Females AA	Females White	Male Ho/LY	Male Ho/LN	Males AA	Males White	Male Nat/Hav	Males AA	Males White	Annual	
10	19	Assistant Controller	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	69,100
10	14	Financial Operations Manager	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	47,655
40	08	Student Account Specialist	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	33,072
50	06	Accounting Clerk BO	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	25,126
Department Total:			4	3	2	1	1	0	0	0	0	1	1	0	0	0	0	0	0	0
% Total:			100%	75.00%	50.00%	25.00%	25.00%	0.00%	0.00%	0.00%	25.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Department Total:

% Total:

Geoscience

Job Group	Salary Code	Job Title	Total Employees	Total Minorities	Female Ho/LY	Female Ho/LN	Female White	Females AA	Females Nat/Hav	Females AA	Females White	Male Ho/LY	Male Ho/LN	Males AA	Males White	Male Nat/Hav	Males AA	Males White	Annual	
20	FAC	Associate Professor of Geology	2	0	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	133,091
20	FAC	Professor of Hydrology	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	85,097
20	FAC	Professor of Geochemistry	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	75,599
20	FAC	Professor of Geology	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	65,548
30	18	Sr Research Scientist	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	59,963
50	11	Admin Services Coord of E&ES	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	26,707
40	09	Lab Tech II	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	22,963
50	08	Admin Secretary II E&ES	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	21,840
Department Total:			9	0	0	3	3	0	0	0	0	0	6	6	0	0	0	0	0	0
% Total:			100%	0.00%	0.00%	33.33%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	66.67%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Department Total:

% Total:

Golf Course Maintenance



**Affirmative Action and Compliance Department
WORK FORCE ANALYSIS**

DEPARTMENT SUMMARY BY FISCAL YEAR

For 07/01/2012 - 06/30/2013

DEPARTMENT
(OR ORGANIZATIONAL UNIT)

Golf Course Maintenance

Job Group	Job Title	Salary Code	Total Employees	Total Minorities	Female Ho/Ly	Female Ho/LJN	Female White	Female AA	Female Nat/Haw	Female A	Females AI	Male Ho/Ly	Male Ho/LJN	Male White	Male AA	Male Nat/Haw	Male A	Males AI	Annual	
70	Groundskeeper	04	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	33,904
Department Total:			1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	
% Total:			100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	

Department Total:
% Total:

Graduate Dean

Job Group	Job Title	Salary Code	Total Employees	Total Minorities	Female Ho/Ly	Female Ho/LJN	Female White	Female AA	Female Nat/Haw	Female A	Females AI	Male Ho/Ly	Male Ho/LJN	Male White	Male AA	Male Nat/Haw	Male A	Males AI	Annual	
10	Director PPOH/CGS Coord	20	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	76,500	
50	Office Coordinator	11	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	30,514	
50	Admin Secretary II Grad Office	08	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	29,744	
50	Administrative Secretary II CS	08	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	21,757	
Department Total:			4	0	0	4	4	0	0	0	0	0	0	0	0	0	0	0	0	
% Total:			100%	0.00	0.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	

Department Total:
% Total:

Grounds Maintenance



**Affirmative Action and Compliance Department
 WORK FORCE ANALYSIS**

For 07/01/2012 - 06/30/2013

DEPARTMENT SUMMARY BY FISCAL YEAR

DEPARTMENT
 (OR ORGANIZATIONAL UNIT)

Grounds Maintenance

Job Group	JOB TITLE	Salary Code	Total Employees	Total Minorities	Female Hor/LN	Female Hor/LY	Female AA	Female White	Females AA	Females NA/Haw	Females A	Females AI	White Hor/LN	White Hor/LY	White AA	White NA/Haw	White A	White AI	Males Hor/LN	Males Hor/LY	Males AA	Males NA/Haw	Males A	Males AI	Annual
10	Grounds Supervisor	14	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	35,117
70	Irrigation Technician	07	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	30,493
70	Building Maintenance Asst	08	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	29,120

Department Total: 3 100.00 % 0 0.00 % 0 0.00 % 0 0.00 % 0 0.00 % 0 0.00 % 0 0.00 % 0 0.00 % 0 0.00 % 0 0.00 % 0 0.00 % 0 0.00 % 0 0.00 % 0 0.00 % 0 0.00 % 0 0.00 % 0 0.00 % 0 0.00 % 0 0.00 % 0 0.00 %

Homeland Security

Job Group	JOB TITLE	Salary Code	Total Employees	Total Minorities	Female Hor/LN	Female Hor/LY	Female AA	Female White	Females AA	Females NA/Haw	Females A	Females AI	White Hor/LN	White Hor/LY	White AA	White NA/Haw	White A	White AI	Males Hor/LN	Males Hor/LY	Males AA	Males NA/Haw	Males A	Males AI	Annual
10	Dir of Strategic Research Init	15	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	144,184

Department Total: 1 100% 0 0.00 %

Human Resources



**Affirmative Action and Compliance Department
WORK FORCE ANALYSIS**

DEPARTMENT
(OR ORGANIZATIONAL UNIT)

DEPARTMENT SUMMARY BY FISCAL YEAR

For 07/01/2012 - 06/30/2013

ICASA

Job Group	Salary Code	JOB TITLE	Total Employees	Total Minorities		Females		Males		Total		Females		Males		Annual	
				Minorities	%	AA	%	White	%	AA	%	White	%	AA	%		White
30	11	Sr Research Scientist	1	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	131,325
30	11	Research Scientist II	1	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	69,096
30	17	Software Engineer	1	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	35,700
Department Total:			3	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	
% Total:				0.00 %		66.67 %		0.00 %		33.33 %		0.00 %		33.33 %		0.00 %	

Department Total:

% Total:

IERA

Job Group	Salary Code	JOB TITLE	Total Employees	Total Minorities		Females		Males		Total		Females		Males		Annual	
				Minorities	%	AA	%	White	%	AA	%	White	%	AA	%		
30	20	Sr Research Engineer II IERA	1	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	102,834
30	11	Senior Scientist/Chemist	1	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	99,736
30	12	Research Assistant	2	1	50.00 %	0	0.00 %	1	50.00 %	1	50.00 %	0	0.00 %	1	50.00 %	0	93,600
30	11	Program Manager IERA	1	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	67,663
30	11	Program Manager of IERA	1	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	64,433
30	21	Program Manager	1	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	54,655
30	14	Research Scientist IERA	1	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	52,194
30	20	Research Scientist of IERA	1	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	35,755
40	12	Specialist III of IERA	1	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	31,200
Department Total:			10	1	10.00 %	5	50.00 %	5	50.00 %	5	50.00 %	0	0.00 %	4	40.00 %	0	0.00 %
% Total:				10.00 %		50.00 %		50.00 %		30.00 %		0.00 %		40.00 %		0.00 %	

Department Total:

% Total:

Information Services Department



**Affirmative Action and Compliance Department
WORK FORCE ANALYSIS**

For 07/01/2012 - 06/30/2013

DEPARTMENT SUMMARY BY FISCAL YEAR

DEPARTMENT
(OR ORGANIZATIONAL UNIT)

Information Services Department

Job Group	Salary Code	JOB TITLE	Total Employees	Total Minorities	Females		Males		Males AA		Males White		Males Hor/LN		Males Hor/LY		Males Nat/Haw		Males AA		Males White		Males Hor/LN		Males Hor/LY		Males Nat/Haw		Males AA		Males White		Males Hor/LN		Males Hor/LY		Males Nat/Haw		Annual						
					AA	A	AA	A	AA	A	AA	A	AA	A	AA	A	AA	A	AA	A	AA	A	AA	A	AA	A	AA	A	AA	A	AA	A	AA	A	AA	A	AA	A							
10	25	Director of ISD	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	105,570			
10	19	Mgr Network Services	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	77,808			
30	17	Program Analyst III	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	68,125				
30	20	Oracle Database Admin	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	63,750				
30	20	Programmer/Analyst III	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	63,750					
10	19	Financial Systems Administrator	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	52,000				
40	11	Stup Communications Services	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	49,920				
40	16	Client Services Supervisor	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	46,389				
40	12	Telecommunications Installer	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	42,910				
30	17	Banner Report Writer	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	42,840				
30	08	Office Coordinator of ISD	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	32,448				
40	11	Telecom Technician	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	29,806				
Department Total:			12	5	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
% Total:			100%	50.00	%	16.67	%	8.33	%	8.33	%	8.33	%	8.33	%	41.67	%	41.67	%	41.67	%	0.00	%	0.00	%	0.00	%	0.00	%	0.00	%	0.00	%	0.00	%	0.00	%	0.00	%	0.00	%	0.00	%	0.00	%

Intercollegiate Athletics

Job Group	Salary Code	JOB TITLE	Total Employees	Total Minorities	Females		Males		Males AA		Males White		Males Hor/LN		Males Hor/LY		Males Nat/Haw		Males AA		Males White		Males Hor/LN		Males Hor/LY		Males Nat/Haw		Males AA		Males White		Males Hor/LN		Males Hor/LY		Males Nat/Haw		Annual						
					AA	A	AA	A	AA	A	AA	A	AA	A	AA	A	AA	A	AA	A	AA	A	AA	A	AA	A	AA	A	AA	A	AA	A	AA	A	AA	A	AA	A							
10	16	Dir Physical Recreation	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	56,692			
30	13	Coord Club Sport & Rugby Coach	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	36,286			
40	09	Physical Recreation Specialist	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	32,053			
70	04	Equipment Room -Gym Attendant	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	20,134			
Department Total:			4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
% Total:			100%	50.00	%	50.00	%	50.00	%	50.00	%	50.00	%	50.00	%	25.00	%	25.00	%	25.00	%	0.00	%	0.00	%	0.00	%	0.00	%	0.00	%	0.00	%	0.00	%	0.00	%	0.00	%	0.00	%	0.00	%	0.00	%

Internal Audit



**Affirmative Action and Compliance Department
WORK FORCE ANALYSIS**

DEPARTMENT
(OR ORGANIZATIONAL UNIT)

DEPARTMENT SUMMARY BY FISCAL YEAR

For 07/01/2012 - 06/30/2013

IRIS

Job Group	Salary Code	Job Title	Total Employees	Total Minorities	Female H/LN	Female H/LY	Female H/LJN	Female White	Female AA	Female Nat/His	Females A	Females AA	Females White	Female H/LN	Female H/LY	Female H/LJN	Males A	Males AA	Males White	Males Nat/His	Males A	Males AA	Males White	Male H/LN	Male H/LY	Male H/LJN	Annual	
30	17	Staff Scientist Software Eng	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	302,185	
10	25	Dir Passcal Inst Center	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	138,845	
30	20	Sr. Staff Scientist	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	127,186	
30	11	Staff Scientist of IRIS/PASSCA	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	120,040	
30	20	Sr Engineer Field Operations	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	86,696	
10	14	Software Group Supervisor	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	86,070	
10	20	Associate Director Operations	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	84,230	
30	18	Sels Software Engineer/Scient	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	77,214	
30	22	UA Array Coordinator	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	77,090	
30	11	Senior Staff Scientist	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	75,034	
30	21	Sr. Engineer Field Operations	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	72,332	
30	20	Senior Staff Scientist	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	69,802	
30	11	SI Staff Scientist/IRIS PASSCAL	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	69,428	
30	21	SI Staff Scientist	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	67,936	
30	20	Sr Engineer/Polar Mngr	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	63,000	
30	10	Seismologic Hardware Engineer	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	59,180	
10	15	Site Coordinator-staff scienti	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	56,521	
30	17	Seismological Staff Scientist	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	56,051	
10	14	Manager Computer Maint & Netwo	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	55,852	
30	11	Staff Scientist/Hardware Engh	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	54,424	
30	19	Seismological Staff Scientist	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	52,600	
30	14	Staff Scientist/Permit Coordin	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	52,348	
30	18	Staff Scientist/Data Specialis	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	51,000	
30	18	Staff Scientist of IRIS/PASSCA	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	50,000	
30	15	Staff Scientist Hardware Spec	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	48,900	
10	15	Coord Inventory Control	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	47,696
40	11	Office Mgr/Field Coord of IRIS	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	45,552	
30	14	Staff Scientist Seismometer Sp	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	40,061
30	14	Accountant	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	37,877
30	11	Inventory Control Coordinator	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	37,817
30	15	Coord International Logistics	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	35,982
40	11	Office Coordinator	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	26,728
Department Total:			34	5	9	2	8	8	0	0	1	0	19	24	3	0	1	1	1	1	1	1	1	1	1	1	2	
% Total:			100%	14.71	26.47	5.88	23.53	23.53	0.00	0.00	2.94	0.00	55.80	70.59	8.82	0.00	2.94	2.94	2.94	2.94	2.94	2.94	2.94	2.94	2.94	2.94	5.88	



**Affirmative Action and Compliance Department
WORK FORCE ANALYSIS**

For 07/01/2012 - 06/30/2013

DEPARTMENT SUMMARY BY FISCAL YEAR

DEPARTMENT
(OR ORGANIZATIONAL UNIT)

Math

Job Group	Job Title	Salary Code	Total Employees	Total Minorities	Females Hor/LY	Females Hor/UN	Females White	Females AA	Females NA/Haw	Females A	Females AL	Males Hor/LY	Males Hor/UN	Males White	Males AA	Males NA/Haw	Males A	Males AL	Annual
20	Professor of Mathematics	FAC	3	0	0	0	0	0	0	0	0	0	3	2	0	0	1	0	205,553
20	Professor of Math	FAC	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	71,948
30	Math Education Specialist	23	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	68,000
20	Associate Professor of Math	FAC	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	57,972
20	Assoc Prof of Mathematics	FAC	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	56,469
20	Instructor of Mathematics	FAC	1	0	0	1	0	0	0	0	0	0	1	1	0	0	0	0	54,718
20	Instructor-Math	FAC	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	49,424
40	Mathematics Depart. Specialist	11	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	44,834
20	Lecturer-Math	FAC	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	25,438
Department Total:			12	1	1	2	2	0	0	0	0	0	9	8	0	0	1	0	
% Total:			100%	8.33%	8.33%	16.67%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	75.00%	86.67%	0.00%	0.00%	8.33%	0.00%	

Mechanical Engineering

Job Group	Job Title	Salary Code	Total Employees	Total Minorities	Females Hor/LY	Females Hor/UN	Females White	Females AA	Females NA/Haw	Females A	Females AL	Males Hor/LY	Males Hor/UN	Males White	Males AA	Males NA/Haw	Males A	Males AL	Annual
20	Assist Prof Mechanical Eng	FAC	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	56,840
Department Total:			1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	
% Total:			100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	

Mineral Engineering



**Affirmative Action and Compliance Department
WORK FORCE ANALYSIS**

DEPARTMENT SUMMARY BY FISCAL YEAR

For 07/01/2012 - 06/30/2013

DEPARTMENT
(OR ORGANIZATIONAL UNIT)

Mineral Engineering

Job Group	Salary Code	JOB TITLE	Total Employees	Total Minorities	Female Ho/LN	Female White	Females AA	Females NA/Hw	Females AA	Female Ho/LN	Female White	Females AA	Females NA/Hw	Male Ho/LN	Male White	Males AA	Male NA/Hw	Males AA	Male Ho/LN	Male White	Males AA	Male NA/Hw	Males AA	Male Ho/LN	Male White	Males AA	Male NA/Hw	Annual
1	FAC	Professor of Mineral Eng	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	76,756
20	FAC	Professor of Mining Engineerin	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	1	1	0	0	0	0	0	0	0	74,437
20	FAC	Asst. Professor of Mineral Eng	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	1	1	0	0	0	0	0	0	0	57,778
50	D5	Administrative Secretary I	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	20,197
Department Total:			4	1	0	0	0	0	0	0	0	0	0	3	3	0	0	0	3	3	0	0	0	0	0	0	0	0.00 %
% Total:			100%	25.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	75.00 %	75.00 %	0.00 %	0.00 %	0.00 %	75.00 %	75.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	

Department Total:
% Total:

MRO

Job Group	Salary Code	JOB TITLE	Total Employees	Total Minorities	Female Ho/LN	Female White	Females AA	Females NA/Hw	Females AA	Female Ho/LN	Female White	Females AA	Females NA/Hw	Male Ho/LN	Male White	Males AA	Male NA/Hw	Males AA	Male Ho/LN	Male White	Males AA	Male NA/Hw	Males AA	Male Ho/LN	Male White	Males AA	Male NA/Hw	Annual	
10	25	Program Director of MRO	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	1	1	0	0	0	0	0	0	0	122,400	
10	25	Telescope Manager/Project Sca	1	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	115,829
30	11	Lead Software Controls	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	1	1	0	0	0	0	0	0	0	0	102,000
30	17	Engineer	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	91,900
10	14	Project Manager	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	1	1	0	0	0	0	0	0	0	0	82,620
30	26	Lead Scientist Instrument Dev	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	51,600
30	17	Lead Electronics Engineer	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	78,540
30	23	Lead Info Technology	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	65,137
30	17	OPTO Mechanical Engineer	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	47,940
30	16	Optic Instrumentation Eng	1	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	40,900
60	11	Hwy Equip Operator Fac Mgnl	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	32,053
Department Total:			11	3	0	2	0	0	0	0	2	0	0	0	6	5	0	0	6	5	0	0	0	0	0	0	0	0	1
% Total:			100%	27.27 %	0.00 %	18.18 %	0.00 %	0.00 %	0.00 %	0.00 %	18.18 %	0.00 %	0.00 %	0.00 %	54.55 %	45.45 %	0.00 %	0.00 %	54.55 %	45.45 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	9.09 %	

Department Total:
% Total:

OSL



Affirmative Action and Compliance Department
WORK FORCE ANALYSIS

For 07/01/2012 - 06/30/2013

DEPARTMENT SUMMARY BY FISCAL YEAR

DEPARTMENT
(OR ORGANIZATIONAL UNIT)

Petroleum

Job Group	JOB TITLE	Salary Code	Total Employees	Total Minorities	Female Ho/LN	Female Ho/LN %	Females AA	Females AA %	Females Nat/Haw	Females Nat/Haw %	Females White	Females White %	Males Ho/LN	Males Ho/LN %	Males AA	Males AA %	Males Nat/Haw	Males Nat/Haw %	Males White	Males White %	Males A/Al	Males A/Al %	Annual
20	Associate Prof of Pet Engr	FAC	1	0	0	0.00	0	0.00	0	0.00	0	0.00	1	50.00	0	0.00	0	0.00	0	0.00	1	50.00	67,817
50	Administrative Secretary II	08	1	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	27,248
			2	0	0	0.00	0	0.00	0	0.00	0	0.00	1	50.00	0	0.00	0	0.00	0	0.00	1	50.00	0
Department Total:			100%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0
% Total:																							

Department Total:
% Total:

Physics

Job Group	JOB TITLE	Salary Code	Total Employees	Total Minorities	Female Ho/LN	Female Ho/LN %	Females AA	Females AA %	Females Nat/Haw	Females Nat/Haw %	Females White	Females White %	Males Ho/LN	Males Ho/LN %	Males AA	Males AA %	Males Nat/Haw	Males Nat/Haw %	Males White	Males White %	Males A/Al	Males A/Al %	Annual
20	Professor of Physics	FAC	2	0	0	0.00	0	0.00	0	0.00	0	0.00	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00	100,479
20	Professor of Astrophysics	FAC	1	0	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	1	100.00	0	0.00	84,012
30	Atmospheric Research Scientist	18	1	0	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	1	100.00	0	0.00	63,598
20	Assoc Prof of Physics	FAC	1	0	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	1	100.00	0	0.00	72,332
30	Instrumentation Engineer	16	1	0	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	1	100.00	0	0.00	53,040
20	Lecturer-Physics	FAC	1	0	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	1	100.00	0	0.00	10,000
			7	0	0	0.00	0	0.00	0	0.00	0	0.00	7	100.00	0	0.00	0	0.00	7	100.00	0	0.00	0
Department Total:			100%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0
% Total:																							

Department Total:
% Total:

Post Office



Affirmative Action and Compliance Department
WORK FORCE ANALYSIS

For 07/01/2012 - 06/30/2013

DEPARTMENT SUMMARY BY FISCAL YEAR

DEPARTMENT
 (OR ORGANIZATIONAL UNIT)

Post Office

Job Group	Salary Code	JOB TITLE	Total Employees	Total Minorities	Females			Males			Total Annual	
					Hor/Lyn	White	AA	Nat/Haw	White	AA		Nat/Haw
50	05	Postal Clerk	2	2	0	0	0	0	0	0	41,891	
10	13	Mgr Post Office	1	1	0	0	0	0	0	0	41,281	
50	07	Postal Clerk	1	0	1	1	0	0	0	0	19,074	
Department Total:			4	3	1	1	0	0	0	0	0	0
% Total:			100%	75.00%	25.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Department Total:
 % Total:

President's Office

Job Group	Salary Code	JOB TITLE	Total Employees	Total Minorities	Females			Males			Total Annual	
					Hor/Lyn	White	AA	Nat/Haw	White	AA		Nat/Haw
10	PRES	President	1	1	0	0	0	0	0	0	311,500	
10	20	Executive Asst to President	1	1	0	0	0	0	0	0	76,500	
30	16	Technical Information Assoc	1	1	0	0	0	0	0	0	45,000	
Department Total:			3	3	0	0	0	0	0	0	0	0
% Total:			100%	100.00%	66.67%	0.00%	0.00%	0.00%	33.33%	0.00%	0.00%	0.00%

Department Total:
 % Total:

Property Control



**Affirmative Action and Compliance Department
 WORK FORCE ANALYSIS**

For 07/01/2012 - 06/30/2013

DEPARTMENT SUMMARY BY FISCAL YEAR

DEPARTMENT
 (OR ORGANIZATIONAL UNIT)

Property Control

Job Group	Salary Code	JOB TITLE	Total Employees	Total Minorities	Female Ho/LN	Female Ho/LY	Female White	Females AA	Females NA/Haw	Females A	Females AI	Male Ho/LN	Male Ho/LY	Male White	Males AA	Males NA/Haw	Males A	Males AI	Annual
10	26	Director of Property	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	112,200
10	13	Assistant Property Control Mgr	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	1	36,691
40	08	Specialist Property Admin	1	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	23,525
Department Total:			3	1	0	0	0	0	0	0	0	2	1	1	0	0	0	0	
% Total:			100%	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	66.67	33.33	33.33	0.00	0.00	0.00	0.00	33.33

PRRC

Job Group	Salary Code	JOB TITLE	Total Employees	Total Minorities	Female Ho/LN	Female Ho/LY	Female White	Females AA	Females NA/Haw	Females A	Females AI	Male Ho/LN	Male Ho/LY	Male White	Males AA	Males NA/Haw	Males A	Males AI	Annual
30	14	Assoc Div/Sr Scientist	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	237,405
10	26	Dir PRRC	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	159,913
30	24	Section Head/Senior Engineer	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	139,050
20	22	Database Programmer & Administ	1	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	96,900
30	17	Section Head/Research Assoc	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	94,563
30	21	Industrial Techn/Section Head	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	89,034
30	16	Research Scientist PRRC	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	76,546
30	24	Section Head/Research Scientists	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	76,500
30	22	Systems & Network Mgr	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	75,833
30	17	Research Scientist	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	63,959
30	14	Research Engineer	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	61,200
30	11	Technical Information Assoc	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	60,602
30	11	Sr Research Scientist	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	47,124
30	14	Lab Assoc.	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	45,968
40	11	Instrument Technician Coordina	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	45,656
30	13	Research Accountant of EMRTC	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	39,259
40	11	Cost Analyst	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	35,506
40	14	Coordinator PRRC Admin	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	35,402
Department Total:			18	1	1	7	4	0	0	3	0	10	0	4	1	0	4	0	0



**Affirmative Action and Compliance Department
 WORK FORCE ANALYSIS**

For 07/01/2012 - 06/30/2013

DEPARTMENT SUMMARY BY FISCAL YEAR

DEPARTMENT
 (OR ORGANIZATIONAL UNIT)

100% 5.56 % 5.55 % 39.89 % 22.22 % 0.00 % 16.67 % 0.00 % 0.00 % 55.56 % 22.22 % 5.56 % 0.00 % 22.22 % 0.00 %

% Total:

Psychology & Education

Job Group	SALARY CODE	JOB TITLE	Total Employees	Total Minorities	Females Hort/Y	Females Hort/LN	Females White	Females AA	Females Nat/Haw	Females A	Females AI	Males Hort/Y	Males Hort/LN	Males White	Males AA	Males Nat/Haw	Males A	Males AI	Annual
1	FAC	Professor of Psychology/ED	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	85,792
20	FAC	Associate Prof of Psych/Educ	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	56,907
30	1G	MST Coordinator	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	52,317
50	08	Administrative Secretary II	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	21,216
Department Total:			4	1	1	0	0	0	0	0	0	0	3	3	0	0	0	0	0
% Total:			100%	25.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	75.00%	75.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Purchasing

Job Group	SALARY CODE	JOB TITLE	Total Employees	Total Minorities	Females Hort/Y	Females Hort/LN	Females White	Females AA	Females Nat/Haw	Females A	Females AI	Males Hort/Y	Males Hort/LN	Males White	Males AA	Males Nat/Haw	Males A	Males AI	Annual
10	20	Dir Purchasing	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	81,600
40	14	Buyer II	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	77,251
40	12	Buyer of Purchasing	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	34,902
40	09	Spec II PCard / Receptionst	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	24,635
Department Total:			5	4	4	1	1	0	0	0	0	0	0	0	0	0	0	0	0
% Total:			100%	80.00%	80.00%	20.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Registrars Office



**Affirmative Action and Compliance Department
WORK FORCE ANALYSIS**

DEPARTMENT SUMMARY BY FISCAL YEAR

For 07/01/2012 - 06/30/2013

DEPARTMENT
(OR ORGANIZATIONAL UNIT)

Registrars Office

Job Group	Salary Code	Job Title	Total Employees	Total Minorities	Female Ho/LY	Female Ho/LN	Female White	Females AA	Females AA	Female Nat/Haw	Females A	Females AI	Male Ho/LY	Male Ho/LN	Male White	Males AA	Male Nat/Haw	Males A	Males AI	Annual		
10	20	Registrar	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	65,000	
30	14	Coord Records & Data	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	45,139	
40	14	Sr Technologist Banner	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	41,829	
50	08	Administrative Secretary II	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	20,197	
Department Total:			4	1	25.00 %	50.00 %	50.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	25.00 %	25.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %		
% Total:			100%	25.00 %																		

Restricted Funds Accounting

Job Group	Salary Code	Job Title	Total Employees	Total Minorities	Female Ho/LY	Female Ho/LN	Female White	Females AA	Females AA	Female Nat/Haw	Females A	Females AI	Male Ho/LY	Male Ho/LN	Male White	Males AA	Male Nat/Haw	Males A	Males AI	Annual		
10	16	Director of Sponsored Projects	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	94,715	
30	13	Research Accountant of BO	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	55,883	
30	14	Direct Cost Analyst	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	53,526	
30	19	Senior Staff Accountant	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	44,490	
30	16	Research Accountant	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	40,500	
30	13	Research Accountant Bus Office	1	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	21,841	
30	13	Research Accountant	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	12,750	
Department Total:			7	4	57.14 %	42.86 %	28.57 %	0.00 %	0.00 %	0.00 %	14.29 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %		
% Total:			100%	57.14 %																		

Science & Engineering Fair



**Affirmative Action and Compliance Department
 WORK FORCE ANALYSIS**

DEPARTMENT
 (OR ORGANIZATIONAL UNIT)

DEPARTMENT SUMMARY BY FISCAL YEAR

For 07/01/2012 - 06/30/2013

Tech Computer Center

Job Group	Salary Code	JOB TITLE	Total Employees	Total Minorities	Female Ho/HW	Female Ho/HW %	Female AA	Female AA %	Female White	Female White %	Female AA	Female AA %	Female Ho/HW	Female Ho/HW %	Female AA	Female AA %	Female White	Female White %	Male Ho/HW	Male Ho/HW %	Male AA	Male AA %	Male White	Male White %	Male AA	Male AA %	Male Ho/HW	Male Ho/HW %	Male AA	Male AA %	Male White	Male White %	Annual
10	19	Mgr Comp Maint/Networking	1	0	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	51,800
10	18	Mgr Systems Programmer	1	0	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	58,327
30	15	SR UNIX SYS Programmer	1	0	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	52,530
30	17	Service Coordinator	1	0	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	51,459
40	11	Office Coordinator	1	1	1	100.00 %	1	100.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	32,694
Department Total:			5	2	1	20.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	
% Total:			100%	40.00 %	20.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	

Technology Transfer Group

Job Group	Salary Code	JOB TITLE	Total Employees	Total Minorities	Female Ho/HW	Female Ho/HW % <th>Female AA</th> <th>Female AA %</th> <th>Female White</th> <th>Female White %</th> <th>Female AA</th> <th>Female AA %</th> <th>Female Ho/HW</th> <th>Female Ho/HW %</th> <th>Female AA</th> <th>Female AA %</th> <th>Female White</th> <th>Female White %</th> <th>Male Ho/HW</th> <th>Male Ho/HW %</th> <th>Male AA</th> <th>Male AA %</th> <th>Male White</th> <th>Male White %</th> <th>Male AA</th> <th>Male AA %</th> <th>Male Ho/HW</th> <th>Male Ho/HW %</th> <th>Male AA</th> <th>Male AA %</th> <th>Male White</th> <th>Male White %</th> <th>Annual</th>	Female AA	Female AA %	Female White	Female White %	Female AA	Female AA %	Female Ho/HW	Female Ho/HW %	Female AA	Female AA %	Female White	Female White %	Male Ho/HW	Male Ho/HW %	Male AA	Male AA %	Male White	Male White %	Male AA	Male AA %	Male Ho/HW	Male Ho/HW %	Male AA	Male AA %	Male White	Male White %	Annual
40	19	Tech Transfer Specialist	1	1	1	100.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	117,300
10	16	Director Smbase La Luz	1	0	0	0.00 %	0	0.00 %	1	100.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	101,012
10	23	Deputy Director/ Instructor	1	0	0	0.00 %	0	0.00 %	1	100.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	86,700
30	17	Tech Transfer Process Specialist	1	1	1	100.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	69,360
30	12	Technical Writer	1	0	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	66,333
30	22	Mgr Training Edu Lead	1	1	1	100.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	63,240
30	11	Smbase Data Analyst	1	0	0	0.00 %	0	0.00 %	1	100.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	51,866
30	16	STEM Outreach Coordinator	1	1	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	44,554
40	14	Engineering Technician III	1	0	0	0.00 %	0	0.00 %	1	100.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	16,973
Department Total:			9	4	3	33.33 %	0	0.00 %	4	44.44 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	1	11.11 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	
% Total:			100%	44.44 %	33.33 %	44.44 %	0.00 %	0.00 %	44.44 %	0.00 %	0.00 %	0.00 %	0.00 %	11.11 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	11.11 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	

Vice Pres for Admin and Finance



For 07/01/2012 - 06/30/2013

DEPARTMENT SUMMARY BY FISCAL YEAR
(OR ORGANIZATIONAL UNIT)

Vice Pres for Admin and Finance

Job Group	Job Title	Salary Code	Total Employees	Total Minorities	Female Faculty	Female White	Female AA	Female Nat/Hispanic	Females A	Females AI	Male Faculty	Male White	Male AA	Male Nat/Hispanic	Males A	Males AI	Annual
10	VP Admin/Finance	28	1	0	0	0	0	0	0	0	1	0	0	0	0	0	195,254
10	Director State Mine Insp/Inter	16	1	0	0	0	0	0	0	0	0	1	0	0	0	0	84,048
30	Admin Asst of Admin & Finance	17	1	1	0	0	0	0	0	0	0	0	0	0	0	0	50,130
10	Manager Office Tech Transfer	14	1	1	0	0	0	0	0	0	0	0	0	0	0	0	37,000
50	Admin Sec II Admin & Finance	08	1	1	0	0	0	0	0	0	0	0	0	0	0	0	23,754
Department Total:			5	4	3	0	0	0	0	0	1	1	0	0	0	0	0
% Total:			100%	80.00%	60.00%	0.00%	0.00%	0.00%	0.00%	0.00%	20.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Vice President for Univ Relations

Job Group	Job Title	Salary Code	Total Employees	Total Minorities	Female Faculty	Female White	Female AA	Female Nat/Hispanic	Females A	Females AI	Male Faculty	Male White	Male AA	Male Nat/Hispanic	Males A	Males AI	Annual
10	VP Student & University Relat	29	1	1	0	0	0	0	0	0	0	0	0	0	0	0	147,900
30	Nurse Practitioner	11	1	0	1	1	0	0	0	0	0	0	0	0	0	0	78,042
30	Performing Arts Director	11	1	0	1	1	0	0	0	0	0	0	0	0	0	0	52,134
30	Admin Asst Student Relations	14	1	1	0	0	0	0	0	0	0	0	0	0	0	0	49,470
10	Director of Upward Bound	16	1	1	0	0	0	0	0	0	0	0	0	0	0	0	42,088
10	Director Math & Sci / UB	14	1	1	0	0	0	0	0	0	0	0	0	0	0	0	40,862
30	Program Coordinator	13	1	0	0	0	0	0	0	0	1	1	0	0	0	0	35,000
Department Total:			7	4	4	2	0	0	0	0	0	1	1	0	0	0	0
% Total:			100%	57.14%	57.14%	28.57%	0.00%	0.00%	0.00%	0.00%	0.00%	14.29%	14.29%	0.00%	0.00%	0.00%	0.00%

VP for Research & Development



**Affirmative Action and Compliance Department
WORK FORCE ANALYSIS**

DEPARTMENT SUMMARY BY FISCAL YEAR

For 07/01/2012 - 06/30/2013

DEPARTMENT
(OR ORGANIZATIONAL UNIT)

VP for Research & Development

Job Group	SALARY CODE	TOTAL EMPLOYEES	TOTAL MINORITIES	FEMALE HO/LN	FEMALE HO/LY	FEMALE HO/LN %	FEMALE HO/LY %	FEMALES AA	FEMALES AA %	FEMALES WHITE	FEMALES WHITE %	FEMALES AA	FEMALES AA %	MALES AA	MALES AA %	MALES HO/LN	MALES HO/LY	MALES AA	MALES AA %	ANNUAL
10	26	1	1	0	0	0.00	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0	0	0.00	183,260
10	24	1	1	0	0	0.00	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0	0	0.00	153,391
30	11	1	0	0	0	0.00	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0	0	0.00	132,156
10	20	1	0	0	0	0.00	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0	0	0.00	126,860
10	16	1	0	0	0	0.00	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0	0	0.00	102,801
30	20	1	0	0	0	0.00	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0	0	0.00	80,942
10	21	1	1	0	0	0.00	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0	0	0.00	71,441
10	24	1	1	0	0	0.00	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0	0	0.00	70,829
20	22	1	0	0	0	0.00	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0	0	0.00	63,648
30	16	1	1	0	0	0.00	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0	0	0.00	55,778
30	12	1	0	0	0	0.00	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0	0	0.00	54,517
10	20	1	0	0	0	0.00	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0	0	0.00	54,060
30	11	1	1	0	0	0.00	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0	0	0.00	53,257
10	11	1	0	0	0	0.00	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0	0	0.00	48,145
10	16	1	0	0	0	0.00	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0	0	0.00	48,000
30	19	1	0	0	0	0.00	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0	0	0.00	45,900
30	13	1	0	0	0	0.00	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0	0	0.00	36,388
40	14	1	0	0	0	0.00	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0	0	0.00	35,317
40	09	1	1	0	0	0.00	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0	0	0.00	35,275
40	16	1	1	0	0	0.00	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0	0	0.00	35,700
30	14	1	0	0	0	0.00	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0	0	0.00	35,286
40	12	1	0	0	0	0.00	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0	0	0.00	35,009
20	FAC	1	0	0	0	0.00	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0	0	0.00	33,746
50	08	1	0	0	0	0.00	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0	0	0.00	31,512
40	11	1	0	0	0	0.00	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0	0	0.00	31,179
40	09	1	1	0	0	0.00	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0	0	0.00	27,810
20	FAC	1	0	0	0	0.00	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0	0	0.00	3,600
Department Total:		27	9	3	4	11.11 %	14.81 %	2	7.41 %	2	7.41 %	0	0.00 %	0	0.00 %	6	22.22 %	14	51.85 %	48.15 %
% Total:		100%	33.33 %	11.11 %	14.81 %	43.70 %	43.70 %	7.41 %	22.22 %	13	48.15 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %

VP of Academic Affairs



**Affirmative Action and Compliance Department
WORK FORCE ANALYSIS**

For 07/01/2012 - 06/30/2013

DEPARTMENT SUMMARY BY FISCAL YEAR

DEPARTMENT
(OR ORGANIZATIONAL UNIT)

VP of Academic Affairs

Job Group	Salary Code	JOB TITLE	Total Employees	Total Minorities	Female Hort/LY	Female Hort/N	Females White	Females AA	Females Nat/Imm	Females A	Males Hort/LY	Males Hort/N	Males White	Males AA	Males Nat/Imm	Males A	Annual
10	27	VP Academic Affairs	1	0	0	0	0	0	0	0	0	1	0	0	0	0	185,205
10	20	Director Learning Specialist	1	0	0	1	0	0	0	0	0	0	0	0	0	0	61,200
10	20	Director CTL Fac Dev Special	1	0	0	0	0	0	0	0	0	1	0	0	0	0	96,493
30	19	Living/Learning Community Spec	1	0	0	1	0	0	0	0	0	0	0	0	0	0	56,100
50	11	Office Coordinator	1	1	1	0	0	0	0	0	0	0	0	0	0	0	25,938
50	11	Admin Secretary II HS-STEM	1	0	0	0	0	0	0	0	0	1	1	0	0	0	25,938
Department Total:			6	16.87 %	16.67 %	33.33 %	33.33 %	0.00 %	0.00 %	0.00 %	0.00 %	50.00 %	16.67 %	0.00 %	0.00 %	0.00 %	33.33 %

Department Total:
% Total:

Availability Factor Form

Job Group: Professional

Analysis Date: July 1, 2012 thru June 30, 2013

	Raw Data					Factor Weight	Weighted Data					Source of Raw Data	
	Black	Hispanic	Asian & Pacific Islander	Native American	Total Minorities		Female	Black	Hispanic	Asian & Pacific Islander	Native American		Total Minorities
Percentage of minorities and women with requisite skills in the reasonable recruitment area (Census Data)	1.4	22.0	2.2	4.4	30.0	54.4	.92	14.52	1.45	2.9	19.8	35.90	Note 1
Other critical sources of minorities and women with requisite skills. (College/Universities, Union, Trade Schools, etc.)	-	-	-	-	-	-							
Percentage of minorities and women among those promotable or transferable within the establishment	0	29.0	7	0	36.0	64.0	0	9.86	2.38	0	12.24	21.76	Note 2
Percentage of minorities and women among those who are trainable within the establishment.	-	-	-	-	-	-							
Other internal sources of minorities and women with requisite skills.	-	-	-	-	-	-							
Final Availability (%)							100%	24.38	3.83	2.9	32.04	57.66	

Note 1: 2000 Census Data. EEO File, New Mexico

Note 2: Professionals within the establishment

Availability Factor Form

Job Group: Technicians Analysis Date: July 1, 2012 thru June 30, 2013

	Raw Data					Factor Weight	Weighted Data					Source of Raw Data		
	Black	Hispanic	Asian & Pacific Islander	Native American	Total Minorities		Female	Black	Hispanic	Asian & Pacific Islander	Native American		Total Minorities	Female
Percentage of minorities and women with requisite skills in the reasonable recruitment area (Census Data)	0	32.4	0	1.5	33.9	37.5	87	0	28.19	0	1.31	29.5	32.63	Note 1
Other critical sources of minorities and women with requisite skills (College/Universities, Union, Trade Schools, etc.)	-	-	-	-	-	-								
Percentage of minorities and women among those promotable or transferable within the establishment	0	0	0	0	0	0	13	0	0	0	0	0	0	Note 2
Percentage of minorities and women among those who are trainable within the establishment.	-	-	-	-	-	-								
Other internal sources of minorities and women with requisite skills.	-	-	-	-	-	-								
Final Availability (%)							100%	0	28.19	0	1.31	29.5	32.63	

Note 1: 2000 Census Data, EEO File, New Mexico, Socorro County

Note 2: Technicians within the establishment

Availability Factor Form

Job Group: Officials and Managers

Analysis Date: July 1, 2012 thru June 30, 2013

	Raw Data				Factor Weight	Weighted Data				Source of Raw Data				
	Black	Hispanic	Asian & Pacific Islander	Native American		Total Minorities	Female	Black	Hispanic		Asian & Pacific Islander	Native American	Total Minorities	Female
Percentage of minorities and women with requisite skills in the reasonable recruitment area (Census Data)	1.1	28.7	1.1	3.3	34.2	40.4	31	.34	8.9	.34	1.02	10.60	12.52	Note 1
Other critical sources of minorities and women with requisite skills. (College/Universities, Union, Trade Schools, etc.)	-	-	-	-	-	-								
Percentage of minorities and women among those promotable or transferrable within the establishment	0	27	0	9	36.0	82	69	0	18.63	0	6.21	24.84	56.58	Note 2
Percentage of minorities and women among those who are trainable within the establishment.	-	-	-	-	-	-								
Other internal sources of minorities and women with requisite skills.	-	-	-	-	-	-								
Final Availability (%)							100%	.34	27.53	.34	7.23	35.44	69.1	

Note 1: 2000 Census Data, EEO File, New Mexico

Note 2: Officials and Managers within the establishment

Availability Factor Form

Analysis Date: July, 1 2012 thru June 30, 2013

Job Group: Faculty

	Raw Data					Factor Weight	Weighted Data					Source of Raw Data	
	Black	Hispanic	Asian & Pacific Islander	Native American	Total Minorities		Female	Black	Hispanic	Asian & Pacific Islander	Native American		Total Minorities
Percentage of minorities and women with requisite skills in the reasonable recruitment area (Census Data)	5.7	4.5	8	.8	19	46.3	5.7	4.5	8	.8	19	46.3	Note 1
Other critical sources of minorities and women with requisite skills. (College/Universities, Union, Trade Schools, etc.)	-	-	-	-	-	-							
Percentage of minorities and women among those promotable or transferrable within the establishment	0	0	0	0	0	0	0	0	0	0	0	0	Note 2
Percentage of minorities and women among those who are trainable within the establishment.	-	-	-	-	-	-							
Other internal sources of minorities and women with requisite skills.	-	-	-	-	-	-							
Final Availability (%)						100%	5.7	4.5	8	.8	19	46.3	

Note 1: 2000 Census Data. EEO File, United States

Note 2: Faculty within the establishment

Availability Factor Form

Job Group: Skilled Craft **Analysis Date:** July 1, 2011 thru June 30, 2012

	Raw Data					Factor Weight	Weighted Data					Source of Raw Data	
	Black	Hispanic	Asian & Pacific Islander	Native American	Total Minorities		Female	Black	Hispanic	Asian & Pacific Islander	Native American		Total Minorities
Percentage of minorities and women with requisite skills in the reasonable recruitment area (Census Data)	0	47.9	0	4.2	52.1	5.6	0	0	0	0	0	0	Note 1
Other critical sources of minorities and women with requisite skills. (College/Universities, Union, Trade Schools, etc.)	-	-	-	-	-	-	-	-	-	-	-	-	
Percentage of minorities and women among those promotable or transferrable within the establishment	0	1	0	0	0	0	1	0	0	0	0	0	Note 2
Percentage of minorities and women among those who are trainable within the establishment.	-	-	-	-	-	-	-	-	-	-	-	-	
Other internal sources of minorities and women with requisite skills.	-	-	-	-	-	-	-	-	-	-	-	-	
Final Availability (%)							100%	0	1	0	0	0	0

Note 1: 2000 Census Data, EEO File, New Mexico, Socorro County

Note 2: Skilled Craft within the establishment

Availability Factor Form

Job Group: Service Maintenance **Analysis Date:** July 1, 2012 thru June 30, 2013

	Raw Data					Factor Weight	Weighted Data					Source of Raw Data	
	Black	Hispanic	Asian & Pacific Islander	Native American	Total Minorities		Female	Black	Hispanic	Asian & Pacific Islander	Native American		Total Minorities
Percentage of minorities and women with requisite skills in the reasonable recruitment area (Census Data)	.5	61.3	.7	7.4	69.9	41.0	.42	51.49	.59	6.21	58.72	34.44	Note 1
Other critical sources of minorities and women with requisite skills. (College/Universities, Union, Trade Schools, etc.)	-	-	-	-	-	-							
Percentage of minorities and women among those promotable or transferrable within the establishment	0	0	0	0	0	0	0	0	0	0	0	0	Note 2
Percentage of minorities and women among those who are trainable within the establishment.	-	-	-	-	-	-							
Other internal sources of minorities and women with requisite skills.	-	-	-	-	-	-							
Final Availability (%)						100%	.42	51.49	.59	6.21	58.72	34.44	

Note 1: 2000 Census Data, EEO File, New Mexico, Socorro County

Note 2: Service Maintenance within the establishment

Availability Factor Form

Job Group: Administrative Support **Analysis Date:** July 1, 2012 thru June 30, 2013

	Raw Data					Factor Weight	Weighted Data					Source of Raw Data		
	Black	Hispanic	Asian & Pacific Islander	Native American	Total Minorities		Female	Black	Hispanic	Asian & Pacific Islander	Native American		Total Minorities	Female
Percentage of minorities and women with requisite skills in the reasonable recruitment area (Census Data)	.6	55.8	1.3	7.1	64.8	70.4	.42	39.62	.92	5.04	46.00	49.98	Note 1	
Other critical sources of minorities and women with requisite skills. (College/Universities, Union, Trade Schools, etc.)	-	-	-	-	-	-								
Percentage of minorities and women among those promotable or transferrable within the establishment	0	40	0	10	50	100	0	11.6	0	2.9	14.5	29	Note 2	
Percentage of minorities and women among those who are trainable within the establishment.	-	-	-	-	-	-								
Other internal sources of minorities and women with requisite skills.	-	-	-	-	-	-								
Final Availability (%)							100%	.42	51.22	.92	7.94	60.5	78.98	

Note 1: 2000 Census Data, EEO File, New Mexico, Socorro County

Note 2: Administrative Support within the establishment

NEW MEXICO TECH UTILIZATION ANALYSIS

Regular Full Time and Part Time Employees

Job Group	Total Employees	Employment %		Availability %		Availability %		Underutilized Min.	Underutilized Fem.
		Min.	Fem.	Min.	Fem.	Min.	Fem.		
Executives, Administrators, Managers	124	33	47	35	69	No	Yes	No	Yes
Professionals	191	21	37	32	58	Yes	Yes	Yes	Yes
Faculty	114	26	22	19	46	No	Yes	No	Yes
Secretarial/Clerical	47	55	98	61	79	Yes	No	Yes	No
Technical	101	46	62	30	33	No	No	No	No
Skilled Craft	43	86	2	1	0	No	No	No	No
Service Maintenance	60	73	35	58	34	No	No	No	No

Total Employees 680