

EXECUTIVE ORDER 11246 AFFIRMATIVE ACTION PLAN (AAP)

for

**CALIFORNIA STATE UNIVERSITY, CHANNEL ISLANDS
One University Drive
Camarillo, CA 93012
805-437-8400**

November 1, 2023 – October 31, 2024

PART I: AAP FOR MINORITIES AND WOMEN

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

AA/EEO Contact: Title IX & Inclusion Officer
CSU Channel Islands
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Camarillo, CA 93012
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CSU Channel Islands wishes to make it clear that it does not consent to the release of any information whatsoever contained in this AAP under the Freedom of Information Act or otherwise. If the U.S. Government, or any agency or subdivision thereof, is considering breaching the conditions under which this AAP was loaned to such Government, or is considering a request for release of this AAP under the Freedom of Information Act, a request is hereby made that the Government immediately notify the President of CSU Channel Islands of any and all Freedom of Information Act requests received by the Government or any other contemplated release of this AAP by the Government which relates to information obtained by the Government from the University. We further request that everyone who has any contact with this AAP or its supporting data treat such information as totally confidential and that such information not be released to any person whatsoever. Retention or disclosure of information relating to identifiable individuals may also violate the Privacy Act of 1974.

CSU CHANNEL ISLANDS AAP

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INTRODUCTION TO PARTS I AND II

BACKGROUND

California State University, Channel Islands is a four-year university committed to the highest ideals and standards in education subject to the affirmative action requirements of Executive Order 11246, the Rehabilitation Act of 1973 as amended, and the Vietnam Veterans' Readjustment Assistance Act of 1974, Section 4212.

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

As stipulated in federal regulations, a prerequisite to the development of a satisfactory Affirmative Action Plan is the evaluation of opportunities for protected group members, as well as an identification and analysis of problem areas inherent in their employment. Also, where a statistical analysis of the employee workforce reveals a numeric disparity between incumbency and availability of minorities or women, an adequate AAP will detail specific affirmative action steps to guarantee equal employment opportunity. These steps are keyed to the problems and needs of protected group members. For minorities and women, such steps include the development of hiring and promotion goals to rectify the disparity between incumbency and availability. It is toward this end that the following AAP of CSU Channel Islands was developed.

At CI, students are placed at the center of the educational experience. We strive to involve, engage, and enrich their lives in a welcoming environment in which they participate in academic and student life programs. Curricular and co-curricular programs such as those sponsored by the Center for Multicultural Engagement and Multicultural Programs seek to involve students in learning that develops their cultural competence and awareness of diversity issues. The purpose of Student Affairs' Multicultural Programs is: to educate students on issues of diversity and equality, to advocate for under-represented groups on campus, to affirm and celebrate the unique heritage of our students, to promote awareness, understanding, and appreciation for all peoples and culture, to be a uniting force on campus, and to foster an environment that is emotionally, mentally, physically, and spiritually safe and beneficial to all areas of student life and development.

CI focuses on its mission pillars of Interdisciplinary, Multicultural and International Perspectives and Civic Engagement to involve students in interdisciplinary course work, service learning, study abroad and programs which infuse these pillars into their educational experience.

CI established the President's Commission on Human Relations, Diversity and Equity, whose mission is to promote and embrace a campus climate and culture that welcomes all forms of multiculturalism and diversity in order to ensure a safe and inclusive environment at CI for working, living and learning. The Commission holds as a value: Diversity at CI is a source of renewal and vitality.

The Academic Senate of CI passed Senate Resolution SR11-03, Resolution to Advance the Ethnic and Racial Diversity of Faculty, Staff, and Administrators, which states: Be resolved that the Academic Senate supports the implementation of innovation and affirmative initiatives and additional processes in order to: assess the recruitment and hiring practices of the university; guide the recruitment, retention, and promotion of faculty, staff and administrators from historically underrepresented groups; and create a leadership program for such faculty and staff to promote their development to become academic administrators.

CI received its designation as a Hispanic-Serving Institution (HSI) from the U.S. Department of Education and is working to develop its identity as an HSI. The campus currently has grant funding from the Department of Education through two Title V grants funded in 2021 and 2022 respectively that involve curricular and outreach components. Each Project involves a partnership between Academic Affairs and Student Affairs. Project ALAS (Aligning Learning and Academic Success) facilitates a partnership between CI, Moorpark, Oxnard and Ventura Colleges to increase student enrollment, transfer and graduation rates in the county – particularly among underserved students, while Project OLAS (Optimizing Learning, Achievement and Success) is an ongoing initiative designed to help students navigate the first two years of college. Nearing its completion, Project ACCESO (Achieving Cooperative College Education through STEM Opportunities, 2011-2022) is a STEM (Science, Technology, Engineering & Mathematics) project which provide curricular opportunities and support for STEM students and outreach to draw prospective under-represented minority students into STEM fields; this project is a cooperative effort with the local community colleges. As ACCESO will soon sunset, efforts to secure a second wave of funding are underway. This project is referred to on campus as STEM 2.0.

The CI difference can be measured by the breadth and scope of these educational programs and experiences guided by a dedicated faculty and staff who are determined to see students succeed. CI's Student Success partnership, a joint venture of Student Affairs and Academic Affairs, a group commissioned by the Office of the President and renewed with a new charge in 2021, addresses areas where there are achievement gaps for under-represented minority students, examines metrics of student outcomes, and addresses how to improve and close those gaps. CI's Senate Resolution 03-03 defines the Characteristics of CI Graduates. CI Graduates are: *Informed* about past, present and future issues affecting human society and the natural world and the interrelatedness of society and the natural world, *Empowered* with the disciplinary and interdisciplinary knowledge necessary to evaluate problems, the ability to translate knowledge into judgment and action, and excellent communication skills for conveying their interpretations and opinions to a diverse audience, *Creative* in developing imaginative self-expression and independent thinking with joy and passion for learning, and *Dedicated* to maintaining the principles of intellectual honesty, democracy, and social justice, and to participating in human society and the natural world as socially responsible individual citizens.

Taken together these entities and statements are evidence of the CI community commitment to the goals of equal opportunity and affirmative action in education and employment. CI aims to provide an academic and work environment for staff and students that fosters fairness, equity, and respect for social and cultural diversity, and that is free from unlawful discrimination, harassment or any conduct that does not embrace the value of our differences.

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

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

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

APPLICABLE AFFIRMATIVE ACTION LAWS AND REGULATIONS

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

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

The Jobs for Veterans Act (JFVA), Public Law 107-288, effective December 1, 2003, increased the threshold for coverage under 38 U.S.C. §4212 from \$25,000 to \$100,000; grants VEVRAA protection to those veterans who, while serving on active duty in the Armed Forces, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985 (62 Fed. Reg. 1209); changes the definition of “recently separated veteran” to include “any veteran during the three-year period beginning on the date of such veteran’s discharge or release from active duty”; changes “Special Disabled Veterans” to “Disabled Veterans,” expanding the coverage to conform to 38 U.S.C. § 4211 (3); and, following publication of the final regulations, requires contractors to post job listings with their local employment service delivery system.

PROTECTED GROUPS

Coverage under affirmative action laws and regulations applies to:

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

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

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

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

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

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

PROGRAM TERMINOLOGY

The terms, "comparison of incumbency to availability," "deficiency," and "problem area," appearing in this AAP are terms CSU Channel Islands is required by government regulations to use. The criteria used in relation to these terms are those specified by the government. These terms have no independent legal or factual significance whatsoever. Although CSU Channel

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

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

The grouping of job titles into a given job group does not suggest that CSU Channel Islands believes the jobs so grouped are of comparable worth.

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

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

RELIANCE ON EEOC'S GUIDELINES

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

REPORTING PERIOD

This AAP is designed to cover the following reporting dates:

- Employee (snapshot) data: October 31, 2023
- Transaction period (hires, promotions/transfers, and terminations): November 1, 2022 – October 31, 2023
- AAP implementation period: November 1, 2023 – October 31, 2024

STATEMENT OF PURPOSE FOR PARTS I AND II

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

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

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

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

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

These three concepts are the Affirmative Action Plan.

CSU CHANNEL ISLANDS

PART I: AFFIRMATIVE ACTION PLAN FOR MINORITIES AND WOMEN

FOR

NOVEMBER 1, 2023 – OCTOBER 31, 2024

PART I

AAP FOR MINORITIES AND WOMEN

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41 C.F.R. § 60-2.17(d)

PART I: AAP FOR MINORITIES AND WOMEN

CHAPTER 1: ORGANIZATIONAL PROFILE

41 C.F.R. § 60-2.11

Workforce Analysis/Lines of Progression

CSU Channel Islands conducted a workforce analysis to identify employees by gender and race/ethnicity in each job title. The data was collected from payroll records dated October 31, 2021.

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

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

Lines of Progression

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

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

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

CHAPTER 2: JOB GROUP ANALYSIS

41 C.F.R. § 60-2.12

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

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

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

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

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

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

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

Each job group appears on a Job Group Report with a job group name and number. The report lists each job title in the job group. For each job title, the worksheet provides the following information: EEO reporting category, job title, employee headcounts for each job title, and overall percentages by gender and race/ethnicity as of October 31, 2021.

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

CHAPTER 4: DETERMINING AVAILABILITY

41 C.F.R. § 60-2.14

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

Steps in Comparison of Incumbency to Availability

Identify Availability Factors

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

1. External Factor: The external requisite skills data comes from the 2006-2010 American Community Survey (ACS) Census of Population data.
 - A. Local labor area: An employee Zip Code Analysis was used to identify the most precise local labor area for CSU Channel Islands. See *Zip Code Analysis*.
 - B. Reasonable labor area: Reasonable labor area is the United States.
2. Internal Factor: The percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.

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

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

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

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

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

Once final availability estimates were made for each job group, CSU Channel Islands compared the percentage of incumbents in each job group to their corresponding availability. A comparison was made between the percentage employed as of October 31, 2021 and that group's final availability.

See *Comparison of Incumbency to Availability* for the results per job group.

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

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

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

See *Placement Goals* report for each job group.

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

As part of its efforts to ensure equal employment opportunity to all individuals, CSU Channel Islands has designated specific responsibilities to various staff to ensure the AAP focuses on all components of the employment system. To that end, the President, the Vice President for Business and Financial Affairs, the Provost and Vice President for Academic Affairs, the Associate Vice President for Human Resources, the Title IX & Inclusion Officer and those employed as supervisors and managers have undertaken the responsibilities described below.

President

The primary responsibility and accountability for implementing the AAP rests with the President. This person is responsible, through the Vice President for Business and Financial Affairs, the Provost and Vice President for Academic Affairs, the Associate Vice President Human Resources, and the Title IX & Inclusion Officer for adherence to CSU Channel Islands' policy of equal employment opportunity and affirmative action. This role includes, but is not limited to, the following duties:

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

Vice President for Business and Financial Affairs

Note: The Provost and Vice President for Academic Affairs maintains oversight and responsibility for faculty hiring following the same relevant policies and procedures with the support of the Assistant Provost.

The Vice President for Business and Financial Affairs is responsible for overall supervision of the AAP. The Vice President for Business and Financial Affairs ensures, through the Associate Vice President for Human Resources, the Title IX & Inclusion Officer and department managers and supervisors, that all relevant policies and procedures are adhered to. Successful implementation of this program is a basis for evaluating the Vice President for Business and Financial Affairs' effective work performance. The Vice President for Business and Financial Affairs' responsibilities include, but are not limited to, the following:

1. Ensure that CSU Channel Islands adheres to the stated policy of equal employment opportunity, and monitor the application of equal employment opportunity policies.

2. Ensure that the AAP is reviewed and updated annually in accordance with CSU Channel Islands' stated policy.
3. Participate in periodic discussions with management, supervision, and all other employed personnel to ensure AAP and equal employment opportunity policies are being followed.
4. Through Human Resources administration and Equal Opportunity (Title IX & Inclusion) administration, ensure the following:
 - A. Review the qualifications of all employees to ensure equitable opportunity, based on job-related employment practices, is given to all for transfers and promotions.
 - B. Conduct periodic audits of: 1) training programs and hiring and promotion patterns to remove impediments to the attainment of AAP goals and objectives, 2) facilities to ensure they are maintained for the use and benefit of all employees and integrated both in policy and practice, and 3) sponsored educational, training, recreational, and social activities to ensure that all employees are encouraged to participate in accordance with policies on non-discrimination.
 - C. Ensure that all new employees receive a special orientation to CSU Channel Islands' equal employment opportunity policy and are thoroughly informed with regard to the AAP and its objectives.
 - D. Periodically analyze applicant flow to determine the mix of persons applying for employment by race/ethnic origin and gender.
 - E. Ensure that recruitment advertising is placed in minority and female-oriented publications, as applicable.
 - F. Review all job descriptions and specifications to ensure they are free of discriminatory provisions and artificial barriers. Ensure that all requirements are job-related, that they are realistic, and that they reflect the actual work requirements of the essential job duties.

Associate Vice President Human Resources

The Associate Vice President Human Resources, with the support of the Director of Human Resources and in collaboration with the Title IX & Inclusion Officer, is responsible for ensuring the directives of the President and Vice President for Business and Financial Affairs are implemented. The Associate Vice President Human Resources' duties include, but are not limited to, the following:

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

2. Review, report on, and update CSU Channel Islands' AAP at least on an annual basis in accordance with stated policy.
3. Develop, implement, and maintain audit and reporting systems to measure effectiveness of equal employment opportunity programs, including those that will indicate the need for remedial action and determine the degree to which goals and objectives have been obtained.
4. Conduct periodic audits to ensure all required posters and those advertising CSU Channel Islands' equal employment opportunity policies and AAP are displayed and that CSU Channel Islands' equal employment opportunity and AAP policies are being thoroughly communicated.
5. Promote effective design and implementation of the AAP at all establishments.

Title IX & Inclusion Officer

The Title IX & Inclusion Officer, in collaboration with the Director of Human Resources and the Assistant Provost, is responsible for ensuring the directives of the President, the Provost and the Vice President for Business and Financial Affairs are implemented. The Title IX & Inclusion Officer's duties include, but are not limited to, the following:

1. Ensure that CSU Channel Islands adheres to the stated policy of equal employment opportunity, and monitor the application of equal employment opportunity policies.
2. Lead the review and revision of all local campus equal opportunity policies, procedures, and rules to ensure they are not in violation of federal or state laws and regulations.
3. Review, report on, and update CSU Channel Islands' AAP at least on an annual basis in accordance with stated policy.
4. Promote effective design and implementation of the AAP at all establishments.
5. Advise management in the modification and development of CSU Channel Islands' employment practices to ensure the enhancement of equal employment opportunity for all employees and potential employees within existing equal employment opportunity guidelines.

Managers and Supervisors

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

1. Adhere to CSU Channel Islands' equal employment opportunity and affirmative action policy.
 - A. Support and assist the Vice President for Business and Financial Affairs, Associate Vice President Human Resources and Title IX & Inclusion Officer in developing, maintaining, and successfully implementing the AAP.
 - B. Complete progress reports regarding the status of goal achievement.
 - C. Take action to prevent harassment of employees placed through affirmative action efforts.
2. Assign employees to significant jobs that might lead to greater personal growth and value, and counsel them with respect to what is needed for upward mobility within the employment structure.
3. Ensure that all interviews, offers of employment and/or wage commitments are consistent with CSU Channel Islands' policy.
4. Implement the internal promotion and transfer of all employees under their supervision consistent with AAP goals and objectives.
5. Assist in identifying problem areas and provide needed information for establishing and meeting department affirmative action goals and objectives.

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

Terminology

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

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

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

Background:

Note 1: California State University Channel Islands is one campus within the California State University system, which includes twenty-three campuses and Office of the Chancellor. Any and all references to affirmative steps, action, or processes within this document are not only subject to applicable state and federal law, but also to the restrictions within the various staff and faculty bargaining agreements and Chancellor’s Office Executive Order or other controlling memorandum.

Note 2: The AAP data mapping system will currently only accept seven distinct “destination codes”. Information contained within the CI employee database that did not fit within these predefined codes were not considered as part of any analysis that included those predefined codes in an attempt to preserve the integrity of the analysis to the greatest extent practical.

Note 3: Zip code analysis reports only apply to job groups where populated census data is available.

Note 4: CI uses the 80% rule with whole person statistical test for the reports attached to the

AAP. The 80% rule with whole person is a standard rule defined in the uniform guidelines. A violation of this rule occurs if a group's incumbency is less than 80% of the group's availability. The additional number is rounded down to the next whole person. A "violation" of the 80% rule with whole person is not, nor does it suggest, a violation of law, policy, mandate, or affirmative action program. Instead, the 80% of the whole person test can be used as an indicator of an area that may require further analysis to determine what the basis for the disparity between incumbency and availability is and whether any action should be taken as part of our overall affirmative action program.

Note 5: The CI employee database does not currently contain or track the number of current employees that are promotable, transferable, and trainable within the organization. Therefore, the internal availability factor cannot currently be considered into the availability analysis.

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

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

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

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

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

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

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

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

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

Action-Oriented Program:

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

Recruitment:

1. CSU Channel Islands will strive to advertise employment opportunity announcements for key positions in these publications and on websites that will most effectively alert underrepresented groups of campus employment opportunities.
2. Due to the extensive technical education and experience required for some positions, CSU Channel Islands will also continue to place job opportunity announcements in the University website, and in national newspapers when appropriate.
3. Advertisements and newsletters will always carry the Equal Employment Opportunity clause.
4. Minority and female applicants will be considered for all positions for which they are qualified.
5. CSU Channel Islands will participate in job fairs if there are sufficient numbers of opening to warrant participation.
6. When CSU Channel Islands publishes recruiting brochures, it will ensure minority and female members of the workforce are included, as well as in other University literature.

Job Specifications/Selection Process:

1. Develop position descriptions that accurately reflect position functions.
2. Develop job or worker specifications that contain academic, experience, and skill requirements that do not constitute inadvertent discrimination. Develop specifications that are free from bias with regard to age, race, color, religion, national origin, disability or veteran status.
3. Approved position specifications and worker specifications will be made available to all members of management involved in the recruiting, screening, selection, and promotion process. Copies may also be made available to recruiting sources.

4. CSU Channel Islands will continue to use only worker specifications that include job-related criteria.
5. CSU Channel Islands will include information to eliminate bias in all personnel actions in its recruiting practices and classification materials for all personnel involved in the recruiting, screening, selection, promotion, disciplinary, and related processes.

Job Advancement:

1. Minority and female employees can be made available for participation in Career Days, Youth Motivation Programs, and related activities in the community, as desired.
2. CSU Channel Islands will continue to post or announce job opportunities. CSU Channel Islands posts job opportunities in accordance with applicable Collective Bargaining Units and strongly encourages the posting of positions not represented by a Collective Bargaining Agreement.
3. Establish, whenever feasible, formal career counseling programs to include attitude Development, education, aid, job rotation, buddy system, and similar program.
4. Encourage the design of child-care, housing, and transportation programs to improve employment opportunities for minorities and females.
5. CSU Channel Islands will continue to use our formal employee evaluation program. The performance appraisal is used for annual reviews for all employees.
6. All employees are actively encouraged to participate in facilities and University-sponsored social and recreational activities.
7. Employees can work with their supervisors to choose suitable training courses and include them in their career development plan.
8. Fee waivers are offered to eligible California State University Channel Islands' employees.

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

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

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

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

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

The CSU Channel Islands' auditing and reporting system periodically measures the effectiveness of its total affirmative action program. The Vice President for Business and Financial Affairs and the Provost and Vice President for Academic Affairs:

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

CSU CHANNEL ISLANDS

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

FOR

NOVEMBER 1, 2023 – OCTOBER 31, 2024

PART II

AAP FOR PROTECTED VETERANS AND INDIVIDUALS WITH DISABILITIES

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

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

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

- (1) Filing a complaint;
- (2) Assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of the affirmative action provisions of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended (VEVRAA) or any other Federal, state or local law requiring equal opportunity for disabled veterans, recently separated veterans, active wartime or campaign badge veterans, or Armed Forces service medal veterans or Section 503 of the Rehabilitation Act of 1973, as amended (Section 503) or any other federal, state or local law requiring equal opportunity for disabled persons;;
- (3) Opposing any act or practice made unlawful by VEVRAA or its implementing regulations or any other federal, state or local law requiring equal opportunity for disabled veterans, recently separated veterans, active wartime or campaign badge veterans, or Armed Forces service medal veterans or section 503 or its implementing regulations or any other federal, state or local law requiring equal opportunity for disabled persons; or
- (4) Exercising any other right protected by VEVRAA or Section 503 or their implementing regulations.

CSU Channel Islands is also committed to abiding with the Pay Transparency Nondiscrimination Provisions and therefore, will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. CSU Channel Islands' employees who have access to the compensation information of other employees or applicants as part of their essential job functions are informed and trained to not disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) a response to a formal complaint or charge; (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with CSU Channel Islands' legal duty to furnish the information.

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

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

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

(Signature)

Richard Yao, Ph.D.
Interim President, CSU Channel Islands

November 1, 2023

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

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

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

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

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

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

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

**CHAPTER D: REASONABLE ACCOMMODATION TO PHYSICAL AND MENTAL
LIMITATIONS**

41 C.F.R §§ 60-300.44(d); 60-741.44(d)

CSU Channel Islands will make every effort to provide reasonable accommodations to physical and mental limitations of applicants and employees with disabilities or who are disabled veterans unless it can demonstrate that the accommodations would impose an undue hardship on the operation of business. Such reasonable accommodations are implemented in the University's electronic and/or online application systems. The University ensures that qualified applicants and employees with disabilities, who are unable to fully utilize the system, are provided equal opportunities to apply and be considered for all jobs. CSU Channel Islands will confidentially review performance issues of employees with known disabilities to determine whether a reasonable accommodation is needed when: 1) the employee is having significant difficulty with job performance, and 2) it is reasonable to conclude that the problem is related to the known disability.

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

Angela Portillo
HR and Employee Relations Manager
(805) 437-8423
angela.portillo@csuci.edu

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

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

**CHAPTER F: EXTERNAL DISSEMINATION OF POLICY, OUTREACH AND
POSITIVE RECRUITMENT**

41 C.F.R. §§ 60-300.44(f); 60-741.44(f)

Based upon the University's review of its personnel policies as described in Chapter B, the following activities will be implemented or continued to further enhance our affirmative action efforts. All activities are the responsibility of the Vice President Business and Financial Affairs and the Provost and Vice President for Academic Affairs through sound administration in the Human Resources, Faculty Affairs and Title IX & Inclusion Offices.

- 1) Initiate and maintain communication with organizations having special interests in the recruitment of and job accommodations for protected veterans and individuals with disabilities.
- 2) Include workers with disabilities when employees are pictured in consumer, promotional, or help wanted advertising.
- 3) Recommend that recruiting and hiring managers disseminate information concerning employment opportunities to radio and television stations, and to publications that primarily reach protected veterans and individuals with disabilities.
- 4) Encourage recruiting and hiring managers to provide information emphasizing job opportunities for protected veterans and individuals with disabilities to all local educational institutions, public and private.
- 5) Inform all recruiting sources, in writing and orally, of the University's affirmative action policy for protected veterans and individuals with disabilities.
- 6) Send written notification of the University's affirmative action policy to all subcontractors, vendors, and suppliers requesting appropriate action on their part. This includes their obligation to annually file their EEO Reporting form and VETS-4212 form and, for employers with 50 or more employees and contracts of \$50,000 or more, their obligation to develop a written affirmative action plan.
- 7) Encourage participation in veterans "job fairs" and work study programs with Veterans' Administration rehabilitation facilities and schools which specialize in training or educating protected veterans.
- 8) CSU Channel Islands will also grant leaves of absence to employees who participate in honor guards for the funeral of veterans.

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

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

- 1) Include the policy in the University's policy manual and other in-house publications.
- 2) Conduct special meetings with executive, management, and supervisory personnel to explain the intent of the policy and individual responsibility for effective implementation, making clear the President's attitude.
- 3) Schedule training sessions for all employees involved in recruiting, selection, promotion, and other related employment issues for protected veterans and individuals with disabilities.
- 4) Discuss the policy thoroughly in both employee orientation and management training programs.
- 5) Inform union officials of the contractor's policy, and request their cooperation.
- 6) Encourage the inclusion of articles on accomplishments of protected veterans and workers with disabilities in University publications.
- 7) Post the policy on University bulletin boards, along with the University's harassment policy which includes protection from harassment on the basis of disability.
- 8) When employees are featured in employee handbooks or similar publications for employees, include employees with disabilities.

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

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

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

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

As part of its efforts to ensure equal employment opportunity to protected veterans and individuals with disabilities, CSU Channel Islands has designated specific responsibilities to various staff to ensure the AAP focuses on all components of the employment system. To that end, the President, Vice President for Business and Financial Affairs, the Provost and Vice President for Academic Affairs, Associate Vice President Human Resources, Title IX & Inclusion Officer and those employed as supervisors and managers have undertaken the responsibilities described below.

President

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

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

Vice President for Business and Financial Affairs

Note: The Provost and Vice President of Academic Affairs maintains oversight and responsibility for faculty and Liberian hiring following the same relevant policies and procedures with the support of the Faculty Affairs office.

The Vice President for Business & Academic Affairs is responsible for overall administration of the AAP. The Vice President for Business & Academic Affairs ensures, through sound administration by the Human Resources and Title IX & Inclusion offices, and department managers and supervisors, that all relevant policies and procedures are adhered to. Successful implementation of this program is a basis for evaluating the Vice President for Business and Financial Affairs' effective work performance. The Vice President for Business and Financial Affairs' responsibilities include, but are not limited to, the following:

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

- 2) Reviewing results of audit and reporting systems to assess the effectiveness of the University's AA programs and to direct corrective actions where necessary.
- 3) Collaborating with Senior Management on EEO and AAP issues.
- 4) Ensuring that the AAP is updated annually for all establishments.
- 5) Providing guidance and direction to the Associate Vice President Human Resources.
- 6) Ensuring that relevant staff, (i.e., Associate Vice President Human Resources, the Title IX & Inclusion Officer, managers, and supervisors) are aware that their work performance is being evaluated in part on the basis of their equal employment opportunity efforts and results.
- 7) Working with Human Resources and the Title IX & Inclusion Officer to ensure equitable opportunity, based on job-related employment practices, is given to all for transfers and promotions.
- 8) Working with Human Resources and the Title IX & Inclusion Officer to conduct periodic audits of: 1) training programs and hiring and promotion patterns to remove impediments to the attainment of AAP goals and objectives, and 2) the University's sponsored educational, training, recreational, and social activities to ensure that all employees are encouraged to participate in accordance with policies on non-discrimination. Determine whether known protected veterans and employees with disabilities have had the opportunity to participate in all University-sponsored educational, training, recreation and social activities.
- 9) Through Human Resources, review all job descriptions and specifications to ensure they are free of discriminatory provisions and artificial barriers. Ensuring that all requirements are job-related, that they are realistic, and that they reflect the actual work requirements of the essential job duties.
- 10) Ensuring the University's VETS-4212 form is filed annually with the Veterans' Employment and Training Service (VETS).

Associate Vice President Human Resources

The Associate Vice President Human Resources with support of the Director of Human Resources is responsible for ensuring that the directives of the President and Vice President for Business and Financial Affairs are implemented. The Associate Vice President Human Resources' duties include, but are not limited to, the following:

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

- 2) Responsible for the design and effective implementation of the AAP at all establishments.
- 3) Developing, implementing, and maintaining audit and reporting systems to measure effectiveness of equal employment opportunity programs, including those that will
 - a) Indicate need for remedial action,
 - b) Determine degree to which goals and objectives have been obtained.
- 4) Advising management in the modification and development of the University's policies to ensure the enhancement of equal employment opportunity for all employees and potential employees within existing equal employment opportunity guidelines.
- 5) Identifying problem areas and establishing procedures, goals and objectives to solve these problems.
- 6) Providing guidelines in the development, preparation, and implementation of career counseling programs for known protected veterans and employees with disabilities.
- 7) CSU Channel Islands conducts periodic audits to ensure that all required posters and the equal employment opportunity policies and AAP are displayed properly. CSU Channel Islands also conducts audits to ensure that the Invitation to Self-Identify (pre and post offer) for protected veterans and individuals with disabilities, the University's equal employment opportunity, and AAP policies are being utilized appropriately and thoroughly communicated.
- 8) Ensure that employees are re-surveyed regarding their disability status every five (5) years and send out reminders to employees, at least once during the five (5) year intervals, that they may voluntarily update their disability status at any time.
- 9) Assisting line management in arriving at solutions to problems.

Title IX & Inclusion Officer

The Title IX & Inclusion Officer is responsible for ensuring that the directives of the President and Vice President for Business and Financial Affairs and Provost and Vice President for Academic Affairs are implemented. The Title IX & Inclusion Officer's duties include, but are not limited to, the following:

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

- 2) Maintaining University-wide management support and cooperation for the University's AAP.
- 3) Assisting line management in arriving at solutions to EEO/AA problems.
- 4) Serving as the liaison between CSU Channel Islands and enforcement agencies.
- 5) Serving as the liaison between CSU Channel Islands and organizations and community action groups for protected veterans and individuals with disabilities, in addition to ensuring that representatives are involved in community service programs of local organizations for protected veterans and individuals with disabilities.
- 6) Keeping management informed of the latest developments in the equal employment opportunity area.
- 7) Reviewing, reporting on, and updating the AAP annually in accordance with stated policy. Informing employees and applicants of significant changes.
- 8) Working closely with the Vice President for Business and Financial Affairs, Vice President for Academic Affairs, and Associate Vice President for Human Resources and department managers and supervisors in coordinating the effective implementation of all identified affirmative actions.
- 9) Assisting in review and revision of all policies, procedures, and rules to ensure they are not in violation of federal or state laws and regulations.
- 10) Developing policy statements, affirmative action programs, internal and external communication techniques.

Managers and Supervisors

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

- 1) Aggressively adhering to the University's equal employment opportunity policy.
- 2) Supporting and assisting the Vice President for Business and Financial Affairs and Associate Vice President Human Resources in developing, maintaining, and successfully implementing the AAP.
- 3) Taking action to prevent harassment of employees placed through affirmative action efforts.

- 4) Assigning employees to significant jobs that might lead to greater personal growth and value, and counsel them with respect to what is needed for upward mobility within the employment structure.
- 5) Ensuring that all interviews, offers of employment and/or wage commitments are consistent with the University's policy.
- 6) Implementing the internal promotion and transfer of all employees under their supervision consistent with AAP goals and objectives.
- 7) Assisting in identifying problem areas and providing needed information for establishing and meeting department affirmative action goals and objectives.
- 8) Seeking and sharing information on feasible accommodations which have been or could be made for known disabilities.

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

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

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

CSU Channel Islands has adopted the current national percentage of veterans in the civilian labor force of 5.4% as its hiring benchmark for protected veterans. CSU Channel Islands will update its hiring benchmark as new data is published and updated via the OFCCP's website. The 5.4% hiring benchmark is applied to each job group within CSU Channel Islands.

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

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

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

See *Hiring Benchmark and Utilization Goals Analyses*.

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

It is the policy of CSU Channel Islands that when offering employment or promotion to protected veterans or individuals with disabilities, the amount of compensation offered will not be reduced because of any disability income, pension, or other benefit the applicant or employee receives from another source.

CSU Channel Islands is also committed to abiding with the Pay Transparency Nondiscrimination Provisions. Employees or applicants who have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant will not be discharged or in any other manner be discriminated. Employees who have access to the compensation information of other employees or applicants as part of their essential job functions are informed and trained to not disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) a response to a formal complaint or charge; (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the CSU Channel Islands' legal duty to furnish the information.

California State University Channel Islands

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Academic Planning

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	4	2	Male	0	0	0	0	0	0	0	0
				Female	4	2	0	1	0	1	0	0
3306	ADMINISTRATOR III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
Grand Total #		5	3	Male #	0	0	0	0	0	0	0	0
Grand Total %			60.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	5	2	0	2	0	1	0	0
				Female%	100.0	40.0	0.0	40.0	0.0	20.0	0.0	0.0

California State University Channel Islands

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Academic Planning & Budgeting

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
5287	BUDGET ANALYST	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	
3318	ADMINISTRATOR I	1	0	Male	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	
3312	ADMINISTRATOR II	1	1	Male	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	
Grand Total #		4	1	Male #	0	0	0	0	0	0	0	
Grand Total %			25.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	4	3	0	1	0	0	0	
				Female%	100.0	75.0	0.0	25.0	0.0	0.0	0.0	

California State University Channel Islands

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Administration

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
3318	ADMINISTRATOR I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3306	ADMINISTRATOR III	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		4	2	Male #	1	1	0	0	0	0	0	0
Grand Total %			50.0	Male %	25.0	25.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	3	1	0	1	1	0	0	0
				Female%	75.0	25.0	0.0	25.0	25.0	0.0	0.0	0.0

California State University Channel Islands

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Admissions and Recruitment

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3082	STUDENT SERVICES PROFESSIONAL II	7	7	Male	2	0	0	2	0	0	0	0
				Female	5	0	0	4	1	0	0	
3084	STUDENT SERVICES PROFESSIONAL III	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	
3086	STUDENT SERVICES PROFESSIONAL IV	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	
3318	ADMINISTRATOR I	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	
3312	ADMINISTRATOR II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	
Grand Total #		12	11	Male #	3	0	0	3	0	0	0	0
Grand Total %			91.7	Male %	25.0	0.0	0.0	25.0	0.0	0.0	0.0	0.0
				Female #	9	1	0	7	1	0	0	0
				Female%	75.0	8.3	0.0	58.3	8.3	0.0	0.0	0.0

California State University Channel Islands

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Advising

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3082	STUDENT SERVICES PROFESSIONAL II	5	4	Male	2	0	1	1	0	0	0	0
				Female	3	1	0	2	0	0	0	
3084	STUDENT SERVICES PROFESSIONAL III	3	3	Male	0	0	0	0	0	0	0	0
				Female	3	0	0	2	1	0	0	0
Grand Total #		8	7	Male #	2	0	1	1	0	0	0	0
Grand Total %			87.5	Male %	25.0	0.0	12.5	12.5	0.0	0.0	0.0	0.0
				Female #	6	1	0	4	1	0	0	0
				Female%	75.0	12.5	0.0	50.0	12.5	0.0	0.0	0.0

California State University Channel Islands

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Advising Administration

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3312	ADMINISTRATOR II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
Grand Total #		2	2	Male #	0	0	0	0	0	0	0	0
Grand Total %			100.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	2	0	0	2	0	0	0	0
				Female%	100.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0

California State University Channel Islands

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Anthropology

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2358_2	LECTURER - ACADEMIC YEAR (A)	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	
2358_3	LECTURER - ACADEMIC YEAR (B)	2	0	Male	2	2	0	0	0	0	0	
				Female	0	0	0	0	0	0		
2360_3	INSTRUCTIONAL FACULTY - ACADEMIC YEAR - ASST PROFESSOR	1	0	Male	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0		
2360_4	INSTRUCTIONAL FACULTY - ACADEMIC YEAR - ASSOC PROFESSOR	1	1	Male	1	0	0	1	0	0	0	
				Female	0	0	0	0	0	0		
2482	DEPARTMENT CHAIR - ACADEMIC YEAR	1	0	Male	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0		
Grand Total #		6	1	Male #	3	2	0	1	0	0	0	
Grand Total %			16.7	Male %	50.0	33.3	0.0	16.7	0.0	0.0	0.0	
				Female #	3	3	0	0	0	0		
				Female%	50.0	50.0	0.0	0.0	0.0	0.0		

California State University Channel Islands

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Art

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
1615	INSTRUCTIONAL SUPPORT TECHNICIAN I	3	2	Male	3	1	1	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0	0
2358_2	LECTURER - ACADEMIC YEAR (A)	2	2	Male	0	0	0	0	0	0	0	0	0
				Female	2	0	0	1	0	1	0	0	0
2358_3	LECTURER - ACADEMIC YEAR (B)	7	4	Male	3	1	0	0	1	0	0	0	1
				Female	4	2	0	0	1	0	0	0	1
2358_4	LECTURER - ACADEMIC YEAR (C)	4	1	Male	3	2	0	1	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
2360_3	INSTRUCTIONAL FACULTY - ACADEMIC YEAR - ASST PROFESSOR	1	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
2360_4	INSTRUCTIONAL FACULTY - ACADEMIC YEAR - ASSOC PROFESSOR	2	2	Male	0	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0	0
2482	DEPARTMENT CHAIR - ACADEMIC YEAR	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
2360_5	INSTRUCTIONAL FACULTY - ACADEMIC YEAR - PROFESSOR	4	1	Male	1	1	0	0	0	0	0	0	0
				Female	3	2	0	1	0	0	0	0	0
Grand Total #		24	13	Male #	11	5	1	2	1	0	0	0	2
Grand Total %			54.2	Male %	45.8	20.8	4.2	8.3	4.2	0.0	0.0	0.0	8.3
				Female #	13	6	0	4	1	1	0	0	1
				Female%	54.2	25.0	0.0	16.7	4.2	4.2	0.0	0.0	4.2

California State University Channel Islands

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Arts & Sciences

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3318	ADMINISTRATOR I	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3312	ADMINISTRATOR II	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3300	ADMINISTRATOR IV	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
Grand Total #		6	3	Male #	2	2	0	0	0	0	0	0
Grand Total %			50.0	Male %	33.3	33.3	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	4	1	0	2	1	0	0	0
				Female%	66.7	16.7	0.0	33.3	16.7	0.0	0.0	0.0

California State University Channel Islands

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Arts & Sciences Support

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	3	2	Male	0	0	0	0	0	0	0	0
				Female	3	1	0	2	0	0	0	0
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	5	5	Male	0	0	0	0	0	0	0	0
				Female	5	0	0	5	0	0	0	0
Grand Total #		8	7	Male #	0	0	0	0	0	0	0	0
Grand Total %			87.5	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	8	1	0	7	0	0	0	0
				Female%	100.0	12.5	0.0	87.5	0.0	0.0	0.0	0.0

California State University Channel Islands

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Auxiliary Financial Services

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1741	ACCOUNTING TECHNICIAN II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4555	ACCOUNTANT II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3312	ADMINISTRATOR II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
Grand Total #		3	2	Male #	0	0	0	0	0	0	0	0
Grand Total %			66.7	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	3	1	0	1	1	0	0	0
				Female%	100.0	33.3	0.0	33.3	33.3	0.0	0.0	0.0

California State University Channel Islands

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: AVP - Business

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3312	ADMINISTRATOR II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
Grand Total #		4	4	Male #	0	0	0	0	0	0	0	0
Grand Total %			100.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	4	0	1	3	0	0	0	0
				Female%	100.0	0.0	25.0	75.0	0.0	0.0	0.0	0.0

California State University Channel Islands

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: AVP - Education

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3300	ADMINISTRATOR IV	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
Grand Total #		3	2	Male #	1	1	0	0	0	0	0	0
Grand Total %			66.7	Male %	33.3	33.3	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	2	0	0	2	0	0	0	0
				Female%	66.7	0.0	0.0	66.7	0.0	0.0	0.0	0.0

California State University Channel Islands

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: AVP Enrollment Management

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		1	0	Male #	0	0	0	0	0	0	0	0
Grand Total %			0.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	1	1	0	0	0	0	0	0
				Female%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0

California State University Channel Islands

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: AVP SSR office

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
3312	ADMINISTRATOR II	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		2	2	Male #	1	0	0	1	0	0	0	0
Grand Total %			100.0	Male %	50.0	0.0	0.0	50.0	0.0	0.0	0.0	0.0
				Female #	1	0	0	0	1	0	0	0
				Female%	50.0	0.0	0.0	0.0	50.0	0.0	0.0	0.0

California State University Channel Islands

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: AVP Strategic Operations & ASI

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

California State University Channel Islands

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: AVP SW Office

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

California State University Channel Islands

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Basic Needs

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3084	STUDENT SERVICES PROFESSIONAL III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3086	STUDENT SERVICES PROFESSIONAL IV	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		2	2	Male #	1	0	0	1	0	0	0	0
Grand Total %			100.0	Male %	50.0	0.0	0.0	50.0	0.0	0.0	0.0	0.0
				Female #	1	0	0	1	0	0	0	0
				Female%	50.0	0.0	0.0	50.0	0.0	0.0	0.0	0.0

California State University Channel Islands

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Basic Needs Administration

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3318	ADMINISTRATOR I	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		1	0	Male #	0	0	0	0	0	0	0	
Grand Total %			0.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	1	1	0	0	0	0	0	
				Female%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	

California State University Channel Islands

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Biology/Natural Sciences

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1615	INSTRUCTIONAL SUPPORT TECHNICIAN I	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	
5683	RESEARCH TECHNICIAN I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	
2358_2	LECTURER - ACADEMIC YEAR (A)	2	1	Male	1	0	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	
2358_3	LECTURER - ACADEMIC YEAR (B)	6	1	Male	3	2	0	0	1	0	0	0
				Female	3	3	0	0	0	0	0	
1617	INSTRUCTIONAL SUPPORT TECHNICIAN II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	
1619	INSTRUCTIONAL SUPPORT TECHNICIAN III	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	1	0	0	0	0	
2358_4	LECTURER - ACADEMIC YEAR (C)	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	
2360_3	INSTRUCTIONAL FACULTY - ACADEMIC YEAR - ASST PROFESSOR	3	3	Male	2	0	0	2	0	0	0	0
				Female	1	0	0	0	1	0	0	
2358_5	LECTURER - ACADEMIC YEAR (D)	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
2360_4	INSTRUCTIONAL FACULTY - ACADEMIC YEAR - ASSOC PROFESSOR	3	1	Male	2	2	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	
2360_5	INSTRUCTIONAL FACULTY - ACADEMIC YEAR - PROFESSOR	4	3	Male	1	0	0	1	0	0	0	0
				Female	3	1	0	1	1	0	0	
2482	DEPARTMENT CHAIR - ACADEMIC YEAR	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	

California State University Channel Islands

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Workforce Analysis

Organizational Unit: Biology/Natural Sciences

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
	Grand Total #	29	14	Male #	11	6	0	4	1	0	0	0
	Grand Total %		48.3	Male %	37.9	20.7	0.0	13.8	3.4	0.0	0.0	0.0
				Female #	18	9	1	4	4	0	0	0
				Female%	62.1	31.0	3.4	13.8	13.8	0.0	0.0	0.0

California State University Channel Islands

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: BSN Cottage

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		1	1	Male #	1	0	0	0	1	0	0	0
Grand Total %			100.0	Male %	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0
				Female #	0	0	0	0	0	0	0	0
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

California State University Channel Islands

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Budget & Planning

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	
3312	ADMINISTRATOR II	1	0	Male	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0		
3306	ADMINISTRATOR III	1	0	Male	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0		
Grand Total #		4	1	Male #	0	0	0	0	0	0	0	
Grand Total %			25.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	4	3	0	1	0	0	0	
				Female%	100.0	75.0	0.0	25.0	0.0	0.0	0.0	

California State University Channel Islands

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Budget & Staff Resources

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0
5287	BUDGET ANALYST	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
Grand Total #		3	2	Male #	0	0	0	0	0	0	0	0
Grand Total %			66.7	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	3	1	0	1	1	0	0	0
				Female%	100.0	33.3	0.0	33.3	33.3	0.0	0.0	0.0

California State University Channel Islands

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Business

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
2358_2	LECTURER - ACADEMIC YEAR (A)	8	3	Male	4	3	0	0	1	0	0	0	
				Female	4	2	0	1	0	0	0		
2358_3	LECTURER - ACADEMIC YEAR (B)	3	1	Male	2	1	0	0	0	1	0	0	
				Female	1	1	0	0	0	0	0		
2359_4	LECTURER - 12 MONTH (C)	2	1	Male	0	0	0	0	0	0	0	0	
				Female	2	1	0	0	1	0	0		
2360_3	INSTRUCTIONAL FACULTY - ACADEMIC YEAR - ASST PROFESSOR	4	3	Male	2	1	0	0	0	0	0	1	
				Female	2	0	0	0	2	0	0		
2360_4	INSTRUCTIONAL FACULTY - ACADEMIC YEAR - ASSOC PROFESSOR	4	1	Male	3	2	0	0	1	0	0	0	
				Female	1	1	0	0	0	0	0		
2482	DEPARTMENT CHAIR - ACADEMIC YEAR	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0		
2360_5	INSTRUCTIONAL FACULTY - ACADEMIC YEAR - PROFESSOR	4	3	Male	1	0	0	0	1	0	0	0	
				Female	3	1	0	0	2	0	0		
Grand Total #		26	12	Male #	12	7	0	0	3	1	0	1	
Grand Total %			46.2	Male %	46.2	26.9	0.0	0.0	11.5	3.8	0.0	3.8	
				Female #	14	7	0	1	5	0	0	1	
				Female%	53.8	26.9	0.0	3.8	19.2	0.0	0.0	3.8	

California State University Channel Islands

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Career Devl & Alumni Engagemnt

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0
3084	STUDENT SERVICES PROFESSIONAL III	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3086	STUDENT SERVICES PROFESSIONAL IV	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3312	ADMINISTRATOR II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		5	2	Male #	1	0	0	1	0	0	0	0
Grand Total %			40.0	Male %	20.0	0.0	0.0	20.0	0.0	0.0	0.0	0.0
				Female #	4	3	0	0	1	0	0	0
				Female%	80.0	60.0	0.0	0.0	20.0	0.0	0.0	0.0

California State University Channel Islands

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Chemistry

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2358_2	LECTURER - ACADEMIC YEAR (A)	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1617	INSTRUCTIONAL SUPPORT TECHNICIAN II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
2358_3	LECTURER - ACADEMIC YEAR (B)	11	5	Male	5	2	0	0	3	0	0	0
				Female	6	4	0	2	0	0	0	0
2358_4	LECTURER - ACADEMIC YEAR (C)	2	1	Male	2	1	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0
1619	INSTRUCTIONAL SUPPORT TECHNICIAN III	1	1	Male	1	0	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0
2360_3	INSTRUCTIONAL FACULTY - ACADEMIC YEAR - ASST PROFESSOR	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	0	1	0	0
2358_5	LECTURER - ACADEMIC YEAR (D)	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2360_4	INSTRUCTIONAL FACULTY - ACADEMIC YEAR - ASSOC PROFESSOR	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2482	DEPARTMENT CHAIR - ACADEMIC YEAR	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		23	11	Male #	11	5	0	1	3	0	0	2
Grand Total %			47.8	Male %	47.8	21.7	0.0	4.3	13.0	0.0	0.0	8.7
				Female #	12	7	0	3	1	1	0	0
				Female%	52.2	30.4	0.0	13.0	4.3	4.3	0.0	0.0

California State University Channel Islands

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Chicano Studies

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2358_2	LECTURER - ACADEMIC YEAR (A)	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2358_3	LECTURER - ACADEMIC YEAR (B)	3	3	Male	2	0	0	2	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2360_4	INSTRUCTIONAL FACULTY - ACADEMIC YEAR - ASSOC PROFESSOR	2	2	Male	1	0	0	1	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2482	DEPARTMENT CHAIR - ACADEMIC YEAR	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		7	7	Male #	4	0	0	4	0	0	0	0
Grand Total %			100.0	Male %	57.1	0.0	0.0	57.1	0.0	0.0	0.0	0.0
				Female #	3	0	0	3	0	0	0	0
				Female%	42.9	0.0	0.0	42.9	0.0	0.0	0.0	0.0

California State University Channel Islands

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: CI - Cooperative Research Stn.

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
3312	ADMINISTRATOR II	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		3	1	Male #	1	1	0	0	0	0	0	0
Grand Total %			33.3	Male %	33.3	33.3	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	2	1	0	1	0	0	0	0
				Female%	66.7	33.3	0.0	33.3	0.0	0.0	0.0	0.0

California State University Channel Islands

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Clinical Exp & Parternships

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3082	STUDENT SERVICES PROFESSIONAL II	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
3084	STUDENT SERVICES PROFESSIONAL III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3306	ADMINISTRATOR III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		5	4	Male #	0	0	0	0	0	0	0	0
Grand Total %			80.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	5	1	0	4	0	0	0	0
				Female%	100.0	20.0	0.0	80.0	0.0	0.0	0.0	0.0

California State University Channel Islands

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Communication

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2358_2	LECTURER - ACADEMIC YEAR (A)	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358_3	LECTURER - ACADEMIC YEAR (B)	3	0	Male	1	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2360_3	INSTRUCTIONAL FACULTY - ACADEMIC YEAR - ASST PROFESSOR	3	2	Male	1	0	0	1	0	0	0	0
				Female	2	1	0	0	1	0	0	0
2360_4	INSTRUCTIONAL FACULTY - ACADEMIC YEAR - ASSOC PROFESSOR	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2360_5	INSTRUCTIONAL FACULTY - ACADEMIC YEAR - PROFESSOR	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2482	DEPARTMENT CHAIR - ACADEMIC YEAR	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		11	2	Male #	3	2	0	1	0	0	0	0
Grand Total %			18.2	Male %	27.3	18.2	0.0	9.1	0.0	0.0	0.0	0.0
				Female #	8	7	0	0	1	0	0	0
				Female%	72.7	63.6	0.0	0.0	9.1	0.0	0.0	0.0

California State University Channel Islands

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Communication & Design

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
420	INFORMATION TECHNOLOGY CONSULTANT -12	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		1	0	Male #	1	1	0	0	0	0	0	0
Grand Total %			0.0	Male %	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	0	0	0	0	0	0	0	0
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

California State University Channel Islands

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Communication & PR

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
820	GRAPHIC DESIGNER -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1
800	PUBLIC AFFAIRS/COMMUNICATION SPECIALIST -12 MONTH	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
810	MEDIA PRODUCTION SPECIALIST -12 MONTH	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3312	ADMINISTRATOR II	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	1	1	0	0	0
3306	ADMINISTRATOR III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
Grand Total #		6	5	Male #	1	0	1	0	0	0	0	0
Grand Total %			83.3	Male %	16.7	0.0	16.7	0.0	0.0	0.0	0.0	0.0
				Female #	5	1	0	2	1	0	0	1
				Female%	83.3	16.7	0.0	33.3	16.7	0.0	0.0	16.7

California State University Channel Islands

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Computer Science

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2358_2	LECTURER - ACADEMIC YEAR (A)	3	0	Male	2	2	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358_3	LECTURER - ACADEMIC YEAR (B)	3	2	Male	3	1	0	0	1	0	0	1
				Female	0	0	0	0	0	0	0	0
2358_4	LECTURER - ACADEMIC YEAR (C)	4	0	Male	4	4	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	
2360_3	INSTRUCTIONAL FACULTY - ACADEMIC YEAR - ASST PROFESSOR	2	0	Male	2	2	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	
2360_4	INSTRUCTIONAL FACULTY - ACADEMIC YEAR - ASSOC PROFESSOR	2	0	Male	2	2	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	
2482	DEPARTMENT CHAIR - ACADEMIC YEAR	1	0	Male	1	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	
2360_5	INSTRUCTIONAL FACULTY - ACADEMIC YEAR - PROFESSOR	1	0	Male	1	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	
Grand Total #		16	2	Male #	15	13	0	0	1	0	0	1
Grand Total %			12.5	Male %	93.8	81.3	0.0	0.0	6.3	0.0	0.0	6.3
				Female #	1	1	0	0	0	0	0	0
				Female%	6.3	6.3	0.0	0.0	0.0	0.0	0.0	0.0

California State University Channel Islands

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: CR - Campus Recreation

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3084	STUDENT SERVICES PROFESSIONAL III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3086	STUDENT SERVICES PROFESSIONAL IV	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		2	0	Male #	1	1	0	0	0	0	0	0
Grand Total %			0.0	Male %	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	1	1	0	0	0	0	0	0
				Female%	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0

California State University Channel Islands

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: CR - Waterfront & Outdoor Adve

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	0
3086	STUDENT SERVICES PROFESSIONAL IV	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		2	1	Male #	1	1	0	0	0	0	0	0
Grand Total %			50.0	Male %	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	1	0	0	0	0	0	0	1
				Female%	50.0	0.0	0.0	0.0	0.0	0.0	0.0	50.0

California State University Channel Islands

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Ctr for Community Engagement

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3312	ADMINISTRATOR II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
Grand Total #		2	2	Male #	0	0	0	0	0	0	0	0
Grand Total %			100.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	2	0	0	2	0	0	0	0
				Female%	100.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0

California State University Channel Islands

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Dean of Students Office

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3306	ADMINISTRATOR III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		3	1	Male #	0	0	0	0	0	0	0	0
Grand Total %			33.3	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	3	2	0	1	0	0	0	0
				Female%	100.0	66.7	0.0	33.3	0.0	0.0	0.0	0.0

California State University Channel Islands

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Dept of Teacher Education

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2358_2	LECTURER - ACADEMIC YEAR (A)	13	3	Male	1	1	0	0	0	0	0	0
				Female	12	9	0	2	1	0	0	
2358_3	LECTURER - ACADEMIC YEAR (B)	4	1	Male	1	1	0	0	0	0	0	
				Female	3	2	0	0	0	0	1	
2358_4	LECTURER - ACADEMIC YEAR (C)	1	0	Male	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	
2360_3	INSTRUCTIONAL FACULTY - ACADEMIC YEAR - ASST PROFESSOR	5	3	Male	2	1	0	0	1	0	0	
				Female	3	1	0	1	0	0	1	
2360_4	INSTRUCTIONAL FACULTY - ACADEMIC YEAR - ASSOC PROFESSOR	3	0	Male	0	0	0	0	0	0	0	
				Female	3	3	0	0	0	0	0	
2482	DEPARTMENT CHAIR - ACADEMIC YEAR	1	0	Male	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	
2360_5	INSTRUCTIONAL FACULTY - ACADEMIC YEAR - PROFESSOR	1	0	Male	1	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	
Grand Total #		28	7	Male #	5	4	0	0	1	0	0	
Grand Total %			25.0	Male %	17.9	14.3	0.0	0.0	3.6	0.0	0.0	
				Female #	23	17	0	3	1	0	2	
				Female%	82.1	60.7	0.0	10.7	3.6	0.0	7.1	

California State University Channel Islands

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Digital Strategy and Marketing

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		1	0	Male #	1	1	0	0	0	0	0	0
Grand Total %			0.0	Male %	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	0	0	0	0	0	0	0	0
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

California State University Channel Islands

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: EAP

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

California State University Channel Islands

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Early Childhood Studies

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2358_2	LECTURER - ACADEMIC YEAR (A)	8	2	Male	0	0	0	0	0	0	0	0
				Female	8	6	0	2	0	0	0	0
2358_3	LECTURER - ACADEMIC YEAR (B)	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
2360_3	INSTRUCTIONAL FACULTY - ACADEMIC YEAR - ASST PROFESSOR	3	3	Male	1	0	0	0	1	0	0	0
				Female	2	0	0	1	1	0	0	0
2360_4	INSTRUCTIONAL FACULTY - ACADEMIC YEAR - ASSOC PROFESSOR	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2482	DEPARTMENT CHAIR - ACADEMIC YEAR	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
Grand Total #		16	8	Male #	1	0	0	0	1	0	0	0
Grand Total %			50.0	Male %	6.3	0.0	0.0	0.0	6.3	0.0	0.0	0.0
				Female #	15	8	0	6	1	0	0	0
				Female%	93.8	50.0	0.0	37.5	6.3	0.0	0.0	0.0

California State University Channel Islands

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Economics

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2358_4	LECTURER - ACADEMIC YEAR (C)	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
2360_4	INSTRUCTIONAL FACULTY - ACADEMIC YEAR - ASSOC PROFESSOR	2	1	Male	2	1	0	0	1	0	0	
				Female	0	0	0	0	0	0		
2482	DEPARTMENT CHAIR - ACADEMIC YEAR	1	1	Male	1	0	0	1	0	0	0	
				Female	0	0	0	0	0	0		
2360_5	INSTRUCTIONAL FACULTY - ACADEMIC YEAR - PROFESSOR	1	1	Male	1	0	0	1	0	0	0	
				Female	0	0	0	0	0	0		
Grand Total #		5	3	Male #	5	2	0	2	1	0	0	
Grand Total %			60.0	Male %	100.0	40.0	0.0	40.0	20.0	0.0	0.0	
				Female #	0	0	0	0	0	0	0	
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	

California State University Channel Islands

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: EdD Ed Leadership

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2361_4	INSTRUCTIONAL FACULTY - 12 MONTH - ASSOC PROFESSOR	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		1	0	Male #	0	0	0	0	0	0	0	0
Grand Total %			0.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	1	1	0	0	0	0	0	0
				Female%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0

California State University Channel Islands

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Education

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	
3082	STUDENT SERVICES PROFESSIONAL II	1	1	Male	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	
3318	ADMINISTRATOR I	1	0	Male	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	
3312	ADMINISTRATOR II	1	0	Male	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	
Grand Total #		5	2	Male #	0	0	0	0	0	0	0	
Grand Total %			40.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	5	3	0	2	0	0	0	
				Female%	100.0	60.0	0.0	40.0	0.0	0.0	0.0	

California State University Channel Islands

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Education Foundations

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2358_2	LECTURER - ACADEMIC YEAR (A)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2358_3	LECTURER - ACADEMIC YEAR (B)	3	1	Male	1	0	0	1	0	0	0	0
				Female	2	2	0	0	0	0	0	0
Grand Total #		5	1	Male #	1	0	0	1	0	0	0	0
Grand Total %			20.0	Male %	20.0	0.0	0.0	20.0	0.0	0.0	0.0	0.0
				Female #	4	4	0	0	0	0	0	0
				Female%	80.0	80.0	0.0	0.0	0.0	0.0	0.0	0.0

California State University Channel Islands

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Educational Leadership and Sch

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2358_3	LECTURER - ACADEMIC YEAR (B)	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2482	DEPARTMENT CHAIR - ACADEMIC YEAR	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2360_5	INSTRUCTIONAL FACULTY - ACADEMIC YEAR - PROFESSOR	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		3	0	Male #	1	1	0	0	0	0	0	0
Grand Total %			0.0	Male %	33.3	33.3	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	2	2	0	0	0	0	0	0
				Female%	66.7	66.7	0.0	0.0	0.0	0.0	0.0	0.0

California State University Channel Islands

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: English

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2358_3	LECTURER - ACADEMIC YEAR (B)	4	2	Male	2	1	0	1	0	0	0	0
				Female	2	1	0	0	1	0	0	
2358_4	LECTURER - ACADEMIC YEAR (C)	6	1	Male	1	0	0	0	0	0	0	1
				Female	5	5	0	0	0	0	0	
2360_3	INSTRUCTIONAL FACULTY - ACADEMIC YEAR - ASST PROFESSOR	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	1	0	0	0	0	
2360_4	INSTRUCTIONAL FACULTY - ACADEMIC YEAR - ASSOC PROFESSOR	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	
2482	DEPARTMENT CHAIR - ACADEMIC YEAR	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	
2360_5	INSTRUCTIONAL FACULTY - ACADEMIC YEAR - PROFESSOR	4	0	Male	2	2	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	
Grand Total #		19	5	Male #	5	3	0	1	0	0	0	1
Grand Total %			26.3	Male %	26.3	15.8	0.0	5.3	0.0	0.0	0.0	5.3
				Female #	14	11	1	1	1	0	0	0
				Female%	73.7	57.9	5.3	5.3	5.3	0.0	0.0	0.0

California State University Channel Islands

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Enrollment and Student Affairs

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3082	STUDENT SERVICES PROFESSIONAL II	4	2	Male	0	0	0	0	0	0	0	0
				Female	4	2	0	1	0	0	0	0
3312	ADMINISTRATOR II	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		5	2	Male #	1	1	0	0	0	0	0	0
Grand Total %			40.0	Male %	20.0	20.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	4	2	0	1	0	0	0	1
				Female%	80.0	40.0	0.0	20.0	0.0	0.0	0.0	20.0

California State University Channel Islands

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Environmental Health & Safety

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	2	2	Male	1	0	0	0	1	0	0	0
				Female	1	0	0	1	0	0	0	0
3318	ADMINISTRATOR I	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3312	ADMINISTRATOR II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		5	3	Male #	2	1	0	0	1	0	0	0
Grand Total %			60.0	Male %	40.0	20.0	0.0	0.0	20.0	0.0	0.0	0.0
				Female #	3	1	0	2	0	0	0	0
				Female%	60.0	20.0	0.0	40.0	0.0	0.0	0.0	0.0

California State University Channel Islands

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Environmental Sci&Resource Mgt

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
2358_2	LECTURER - ACADEMIC YEAR (A)	6	1	Male	5	4	0	0	1	0	0	0	
				Female	1	1	0	0	0	0	0	0	
1617	INSTRUCTIONAL SUPPORT TECHNICIAN II	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
2358_3	LECTURER - ACADEMIC YEAR (B)	2	0	Male	1	1	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
2358_4	LECTURER - ACADEMIC YEAR (C)	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
2360_4	INSTRUCTIONAL FACULTY - ACADEMIC YEAR - ASSOC PROFESSOR	2	0	Male	1	1	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
2482	DEPARTMENT CHAIR - ACADEMIC YEAR	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
2360_5	INSTRUCTIONAL FACULTY - ACADEMIC YEAR - PROFESSOR	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		14	1	Male #	9	8	0	0	1	0	0	0	
Grand Total %			7.1	Male %	64.3	57.1	0.0	0.0	7.1	0.0	0.0	0.0	
				Female #	5	5	0	0	0	0	0	0	
				Female%	35.7	35.7	0.0	0.0	0.0	0.0	0.0	0.0	

California State University Channel Islands

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: EOP

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3082	STUDENT SERVICES PROFESSIONAL II	2	2	Male	1	0	0	1	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3084	STUDENT SERVICES PROFESSIONAL III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
Grand Total #		3	3	Male #	1	0	0	1	0	0	0	0
Grand Total %			100.0	Male %	33.3	0.0	0.0	33.3	0.0	0.0	0.0	0.0
				Female #	2	0	0	2	0	0	0	0
				Female%	66.7	0.0	0.0	66.7	0.0	0.0	0.0	0.0

California State University Channel Islands

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: EU Finance and Administration

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1741	ACCOUNTING TECHNICIAN II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
420	INFORMATION TECHNOLOGY CONSULTANT -12	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
3312	ADMINISTRATOR II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
Grand Total #		4	4	Male #	0	0	0	0	0	0	0	0
Grand Total %			100.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	4	0	0	3	1	0	0	0
				Female%	100.0	0.0	0.0	75.0	25.0	0.0	0.0	0.0

California State University Channel Islands

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Extended University

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
Grand Total #		1	1	Male #	0	0	0	0	0	0	0	0
Grand Total %			100.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	1	0	0	1	0	0	0	0
				Female%	100.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0

California State University Channel Islands

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Facilities - ICU

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
6940	FACILITIES MAINTENANCE MECHANIC	2	2	Male	2	0	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	
6476	CARPENTER	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	
6549	PLUMBER	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	
Grand Total #		4	4	Male #	4	0	0	4	0	0	0	0
Grand Total %			100.0	Male %	100.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0
				Female #	0	0	0	0	0	0	0	0
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

California State University Channel Islands

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Facility Services

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2010	CUSTODIAN	18	18	Male	12	0	0	7	4	0	1	0
				Female	6	0	1	4	1	0	0	0
2015	LEAD CUSTODIAN	3	2	Male	3	1	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3318	ADMINISTRATOR I	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		22	21	Male #	16	1	0	10	4	0	1	0
Grand Total %			95.5	Male %	72.7	4.5	0.0	45.5	18.2	0.0	4.5	0.0
				Female #	6	0	1	4	1	0	0	0
				Female%	27.3	0.0	4.5	18.2	4.5	0.0	0.0	0.0

California State University Channel Islands

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Faculty Affairs

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1176	CONFIDENTIAL ADMINISTRATIVE SUPPORT -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	2	2	Male	1	0	0	0	1	0	0	0
				Female	1	0	0	0	1	0	0	0
3312	ADMINISTRATOR II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
3306	ADMINISTRATOR III	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		5	4	Male #	2	1	0	0	1	0	0	0
Grand Total %			80.0	Male %	40.0	20.0	0.0	0.0	20.0	0.0	0.0	0.0
				Female #	3	0	0	1	2	0	0	0
				Female%	60.0	0.0	0.0	20.0	40.0	0.0	0.0	0.0

California State University Channel Islands

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Financial Aid

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2635	STUDENT PERSONNEL TECHNICIAN, FINANCIAL AIDS	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	
3082	STUDENT SERVICES PROFESSIONAL II	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3084	STUDENT SERVICES PROFESSIONAL III	3	3	Male	1	0	0	1	0	0	0	0
				Female	2	0	0	2	0	0	0	0
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	2	1	Male	1	0	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3086	STUDENT SERVICES PROFESSIONAL IV	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	1	1	0	0	0
3306	ADMINISTRATOR III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
Grand Total #		12	11	Male #	3	0	0	3	0	0	0	0
Grand Total %			91.7	Male %	25.0	0.0	0.0	25.0	0.0	0.0	0.0	0.0
				Female #	9	1	0	7	1	0	0	0
				Female%	75.0	8.3	0.0	58.3	8.3	0.0	0.0	0.0

California State University Channel Islands

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Fiscal Services

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1741	ACCOUNTING TECHNICIAN II	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	
1740	ACCOUNTING TECHNICIAN III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
1762	ACCOUNTANT I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3318	ADMINISTRATOR I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
4555	ACCOUNTANT II	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
4556	ACCOUNTANT III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
3312	ADMINISTRATOR II	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3306	ADMINISTRATOR III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
Grand Total #		10	9	Male #	2	0	0	2	0	0	0	0
Grand Total %			90.0	Male %	20.0	0.0	0.0	20.0	0.0	0.0	0.0	0.0
				Female #	8	1	0	5	2	0	0	0
				Female%	80.0	10.0	0.0	50.0	20.0	0.0	0.0	0.0

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Workforce Analysis

Organizational Unit: Foster Youth

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

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Workforce Analysis

Organizational Unit: FS - Reimbursed Activities

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2010	CUSTODIAN	5	5	Male	3	0	0	2	1	0	0	0
				Female	2	0	0	2	0	0	0	0
731	GROUNDWORKER	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2015	LEAD CUSTODIAN	2	2	Male	2	0	1	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6251	FACILITIES WORKER II	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6940	FACILITIES MAINTENANCE MECHANIC	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6265	FACILITIES PROJECT SUPERVISOR	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		11	10	Male #	9	1	1	6	1	0	0	0
Grand Total %			90.9	Male %	81.8	9.1	9.1	54.5	9.1	0.0	0.0	0.0
				Female #	2	0	0	2	0	0	0	0
				Female%	18.2	0.0	0.0	18.2	0.0	0.0	0.0	0.0

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Workforce Analysis

Organizational Unit: FS-DM Funded Staff & Expense

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3318	ADMINISTRATOR I	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	
Grand Total #		1	1	Male #	1	0	0	1	0	0	0	0
Grand Total %			100.0	Male %	100.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0
				Female #	0	0	0	0	0	0	0	0
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

California State University Channel Islands

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Workforce Analysis

Organizational Unit: Global Languages & Cultures

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2358_3	LECTURER - ACADEMIC YEAR (B)	10	6	Male	4	2	0	1	1	0	0	0
				Female	6	2	0	4	0	0	0	
2360_3	INSTRUCTIONAL FACULTY - ACADEMIC YEAR - ASST PROFESSOR	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2360_4	INSTRUCTIONAL FACULTY - ACADEMIC YEAR - ASSOC PROFESSOR	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2360_5	INSTRUCTIONAL FACULTY - ACADEMIC YEAR - PROFESSOR	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2482	DEPARTMENT CHAIR - ACADEMIC YEAR	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		14	9	Male #	7	3	0	3	1	0	0	0
Grand Total %			64.3	Male %	50.0	21.4	0.0	21.4	7.1	0.0	0.0	0.0
				Female #	7	2	0	5	0	0	0	0
				Female%	50.0	14.3	0.0	35.7	0.0	0.0	0.0	0.0

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Workforce Analysis

Organizational Unit: Graduate Studies Center

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
Grand Total #		1	1	Male #	0	0	0	0	0	0	0	0
Grand Total %			100.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	1	0	0	1	0	0	0	0
				Female%	100.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0

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Workforce Analysis

Organizational Unit: Grounds

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
731	GROUNDWORKER	7	7	Male	7	0	0	5	0	0	0	2
				Female	0	0	0	0	0	0	0	
735	IRRIGATION SPECIALIST	2	2	Male	2	0	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	
745	GARDENING SPECIALIST	2	2	Male	2	0	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	
726	LEAD GROUNDWORKER	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	
3318	ADMINISTRATOR I	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
Grand Total #		13	12	Male #	13	1	0	10	0	0	0	2
Grand Total %			92.3	Male %	100.0	7.7	0.0	76.9	0.0	0.0	0.0	15.4
				Female #	0	0	0	0	0	0	0	0
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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Workforce Analysis

Organizational Unit: Health Sciences

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2358_2	LECTURER - ACADEMIC YEAR (A)	4	2	Male	1	0	0	1	0	0	0	0
				Female	3	2	0	1	0	0	0	0
2358_3	LECTURER - ACADEMIC YEAR (B)	4	1	Male	1	1	0	0	0	0	0	0
				Female	3	2	0	1	0	0	0	0
2360_3	INSTRUCTIONAL FACULTY - ACADEMIC YEAR - ASST PROFESSOR	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2360_4	INSTRUCTIONAL FACULTY - ACADEMIC YEAR - ASSOC PROFESSOR	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0
2482	DEPARTMENT CHAIR - ACADEMIC YEAR	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
Grand Total #		13	5	Male #	4	3	0	1	0	0	0	0
Grand Total %			38.5	Male %	30.8	23.1	0.0	7.7	0.0	0.0	0.0	0.0
				Female #	9	5	0	3	1	0	0	0
				Female%	69.2	38.5	0.0	23.1	7.7	0.0	0.0	0.0

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Workforce Analysis

Organizational Unit: High Impact Practices & Ed Exc

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2359_3	LECTURER - 12 MONTH (B)	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3306	ADMINISTRATOR III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
Grand Total #		3	3	Male #	1	0	0	1	0	0	0	0
Grand Total %			100.0	Male %	33.3	0.0	0.0	33.3	0.0	0.0	0.0	0.0
				Female #	2	0	0	2	0	0	0	0
				Female%	66.7	0.0	0.0	66.7	0.0	0.0	0.0	0.0

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Workforce Analysis

Organizational Unit: History

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2358_2	LECTURER - ACADEMIC YEAR (A)	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358_3	LECTURER - ACADEMIC YEAR (B)	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2358_4	LECTURER - ACADEMIC YEAR (C)	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2360_3	INSTRUCTIONAL FACULTY - ACADEMIC YEAR - ASST PROFESSOR	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	1	1	0	0	0	0
2360_4	INSTRUCTIONAL FACULTY - ACADEMIC YEAR - ASSOC PROFESSOR	3	2	Male	1	1	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
2482	DEPARTMENT CHAIR - ACADEMIC YEAR	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2360_5	INSTRUCTIONAL FACULTY - ACADEMIC YEAR - PROFESSOR	3	1	Male	2	1	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		14	5	Male #	7	6	0	1	0	0	0	0
Grand Total %			35.7	Male %	50.0	42.9	0.0	7.1	0.0	0.0	0.0	0.0
				Female #	7	3	1	3	0	0	0	0
				Female%	50.0	21.4	7.1	21.4	0.0	0.0	0.0	0.0

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Workforce Analysis

Organizational Unit: HRE - Conferencing

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
Grand Total #		1	1	Male #	0	0	0	0	0	0	0	0
Grand Total %			100.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	1	0	0	1	0	0	0	0
				Female%	100.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0

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Workforce Analysis

Organizational Unit: HRE - Housing Administration

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1032	ADMINISTRATIVE SUPPORT ASSISTANT -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	1	0	0	0	0	0
3312	ADMINISTRATOR II	2	2	Male	1	0	1	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
Grand Total #		5	4	Male #	1	0	1	0	0	0	0	0
Grand Total %			80.0	Male %	20.0	0.0	20.0	0.0	0.0	0.0	0.0	0.0
				Female #	4	1	1	2	0	0	0	0
				Female%	80.0	20.0	20.0	40.0	0.0	0.0	0.0	0.0

California State University Channel Islands

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Workforce Analysis

Organizational Unit: HRE - Housing Operations

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	1	Male	1	0	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
420	INFORMATION TECHNOLOGY CONSULTANT -12	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	0
Grand Total #		2	1	Male #	2	1	1	0	0	0	0	0	
Grand Total %			50.0	Male %	100.0	50.0	50.0	0.0	0.0	0.0	0.0	0.0	
				Female #	0	0	0	0	0	0	0	0	
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	

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Workforce Analysis

Organizational Unit: HRE - Residential Education

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
9688	HEAD RESIDENT I	3	3	Male	1	0	0	0	1	0	0	0
				Female	2	0	1	1	0	0	0	
3084	STUDENT SERVICES PROFESSIONAL III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
Grand Total #		4	4	Male #	1	0	0	0	1	0	0	0
Grand Total %			100.0	Male %	25.0	0.0	0.0	0.0	25.0	0.0	0.0	0.0
				Female #	3	0	1	2	0	0	0	0
				Female%	75.0	0.0	25.0	50.0	0.0	0.0	0.0	0.0

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Workforce Analysis

Organizational Unit: Human Resources

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
1176	CONFIDENTIAL ADMINISTRATIVE SUPPORT -12 MONTH	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0
1173	CONFIDENTIAL TECHNICAL SUPPORT -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3318	ADMINISTRATOR I	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
3312	ADMINISTRATOR II	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
Grand Total #		11	6	Male #	0	0	0	0	0	0	0	0
Grand Total %			54.5	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	11	5	0	5	1	0	0	0
				Female%	100.0	45.5	0.0	45.5	9.1	0.0	0.0	0.0

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Workforce Analysis

Organizational Unit: Inclusive Student Services

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3084	STUDENT SERVICES PROFESSIONAL III	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	
3312	ADMINISTRATOR II	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		2	2	Male #	2	0	1	0	1	0	0	0
Grand Total %			100.0	Male %	100.0	0.0	50.0	0.0	50.0	0.0	0.0	0.0
				Female #	0	0	0	0	0	0	0	0
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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Workforce Analysis

Organizational Unit: Information Technology Service

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
420	INFORMATION TECHNOLOGY CONSULTANT -12	12	8	Male	12	4	1	5	2	0	0	0
				Female	0	0	0	0	0	0	0	
410	OPERATING SYSTEMS ANALYST -12	3	3	Male	2	0	0	1	0	0	0	1
				Female	1	0	0	0	1	0	0	0
400	ANALYST/PROGRAMMER -12	5	3	Male	3	1	0	1	1	0	0	0
				Female	2	1	0	0	1	0	0	0
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0
3312	ADMINISTRATOR II	4	2	Male	4	2	0	1	1	0	0	0
				Female	0	0	0	0	0	0	0	0
430	NETWORK ANALYST -12	3	1	Male	3	2	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3306	ADMINISTRATOR III	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		30	18	Male #	25	10	1	9	4	0	0	1
Grand Total %			60.0	Male %	83.3	33.3	3.3	30.0	13.3	0.0	0.0	3.3
				Female #	5	2	0	0	3	0	0	0
				Female%	16.7	6.7	0.0	0.0	10.0	0.0	0.0	0.0

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Workforce Analysis

Organizational Unit: International Programs

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3084	STUDENT SERVICES PROFESSIONAL III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3318	ADMINISTRATOR I	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3312	ADMINISTRATOR II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
Grand Total #		4	2	Male #	1	1	0	0	0	0	0	0
Grand Total %			50.0	Male %	25.0	25.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	3	1	0	1	1	0	0	0
				Female%	75.0	25.0	0.0	25.0	25.0	0.0	0.0	0.0

California State University Channel Islands

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Workforce Analysis

Organizational Unit: IRPE

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
5783	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES II	2	0	Male	1	1	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
5680	RESEARCH TECHNICIAN III	2	1	Male	1	1	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
Grand Total #		4	1	Male #	2	2	0	0	0	0	0	0	0
Grand Total %			25.0	Male %	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	2	1	0	1	0	0	0	0	
				Female%	50.0	25.0	0.0	25.0	0.0	0.0	0.0	0.0	

California State University Channel Islands

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Workforce Analysis

Organizational Unit: Learning Resource Center

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3082	STUDENT SERVICES PROFESSIONAL II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3312	ADMINISTRATOR II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		3	2	Male #	0	0	0	0	0	0	0	0
Grand Total %			66.7	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	3	1	0	2	0	0	0	0
				Female%	100.0	33.3	0.0	66.7	0.0	0.0	0.0	0.0

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Workforce Analysis

Organizational Unit: Library

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2886	LIBRARY SERVICES SPECIALIST I	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2888	LIBRARY SERVICES SPECIALIST III	4	2	Male	1	1	0	0	0	0	0	0
				Female	3	1	0	0	0	0	0	2
2887	LIBRARY SERVICES SPECIALIST II	3	1	Male	3	2	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8480	LIBRARIAN - 12 MONTH - NE	3	3	Male	0	0	0	0	0	0	0	0
				Female	3	0	0	2	0	0	0	1
2920	LIBRARIAN - 12 MONTH	6	1	Male	3	2	0	1	0	0	0	0
				Female	3	3	0	0	0	0	0	0
400	ANALYST/PROGRAMMER -12	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3318	ADMINISTRATOR I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2913	SUPERVISING LIBRARIAN - 10 MONTH	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2914	SUPERVISING LIBRARIAN - 12 MONTH	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3312	ADMINISTRATOR II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		23	9	Male #	8	5	0	3	0	0	0	0
Grand Total %			39.1	Male %	34.8	21.7	0.0	13.0	0.0	0.0	0.0	0.0
				Female #	15	9	0	3	0	0	0	3
				Female%	65.2	39.1	0.0	13.0	0.0	0.0	0.0	13.0

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Workforce Analysis

Organizational Unit: Materials Management

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
1508	WAREHOUSE WORKER	2	2	Male	2	0	0	2	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	
1505	MAIL CLERK	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
1550	PROPERTY CLERK I	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
1504	MAIL SERVICES SUPERVISOR I	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		5	4	Male #	5	1	0	4	0	0	0	0	
Grand Total %			80.0	Male %	100.0	20.0	0.0	80.0	0.0	0.0	0.0	0.0	
				Female #	0	0	0	0	0	0	0	0	
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	

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Workforce Analysis

Organizational Unit: Math

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2358_2	LECTURER - ACADEMIC YEAR (A)	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
2358_3	LECTURER - ACADEMIC YEAR (B)	3	0	Male	1	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2358_4	LECTURER - ACADEMIC YEAR (C)	4	2	Male	2	0	0	0	1	0	0	1
				Female	2	2	0	0	0	0	0	0
2360_3	INSTRUCTIONAL FACULTY - ACADEMIC YEAR - ASST PROFESSOR	2	1	Male	1	0	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2360_4	INSTRUCTIONAL FACULTY - ACADEMIC YEAR - ASSOC PROFESSOR	3	2	Male	0	0	0	0	0	0	0	0
				Female	3	1	0	2	0	0	0	0
2358_5	LECTURER - ACADEMIC YEAR (D)	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
2360_5	INSTRUCTIONAL FACULTY - ACADEMIC YEAR - PROFESSOR	5	1	Male	3	2	0	1	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2482	DEPARTMENT CHAIR - ACADEMIC YEAR	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		21	9	Male #	9	4	0	2	2	0	0	1
Grand Total %			42.9	Male %	42.9	19.0	0.0	9.5	9.5	0.0	0.0	4.8
				Female #	12	8	0	3	1	0	0	0
				Female%	57.1	38.1	0.0	14.3	4.8	0.0	0.0	0.0

California State University Channel Islands

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Workforce Analysis

Organizational Unit: Mechatronics Engineering

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1615	INSTRUCTIONAL SUPPORT TECHNICIAN I	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2360_3	INSTRUCTIONAL FACULTY - ACADEMIC YEAR - ASST PROFESSOR	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2360_4	INSTRUCTIONAL FACULTY - ACADEMIC YEAR - ASSOC PROFESSOR	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		3	0	Male #	1	1	0	0	0	0	0	0
Grand Total %			0.0	Male %	33.3	33.3	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	2	2	0	0	0	0	0	0
				Female%	66.7	66.7	0.0	0.0	0.0	0.0	0.0	0.0

California State University Channel Islands

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Mission Based Centers

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		1	0	Male #	0	0	0	0	0	0	0	0
Grand Total %			0.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	1	1	0	0	0	0	0	0
				Female%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0

California State University Channel Islands

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: MS Biotech

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1617	INSTRUCTIONAL SUPPORT TECHNICIAN II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
Grand Total #		1	1	Male #	0	0	0	0	0	0	0	0
Grand Total %			100.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	1	0	0	1	0	0	0	0
				Female%	100.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0

California State University Channel Islands

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: MS Nursing

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
Grand Total #		1	1	Male #	0	0	0	0	0	0	0	0
Grand Total %			100.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	1	0	0	0	1	0	0	0
				Female%	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0

California State University Channel Islands

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Workforce Analysis

Organizational Unit: Nursing

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	
3082	STUDENT SERVICES PROFESSIONAL II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2358_2	LECTURER - ACADEMIC YEAR (A)	9	5	Male	0	0	0	0	0	0	0	0
				Female	9	4	0	2	2	0	0	1
2358_3	LECTURER - ACADEMIC YEAR (B)	4	1	Male	0	0	0	0	0	0	0	0
				Female	4	3	0	1	0	0	0	0
1619	INSTRUCTIONAL SUPPORT TECHNICIAN III	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
2358_4	LECTURER - ACADEMIC YEAR (C)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	1	1	0	0	0
2360_3	INSTRUCTIONAL FACULTY - ACADEMIC YEAR - ASST PROFESSOR	3	2	Male	0	0	0	0	0	0	0	0
				Female	3	1	0	1	1	0	0	0
2358_5	LECTURER - ACADEMIC YEAR (D)	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2360_4	INSTRUCTIONAL FACULTY - ACADEMIC YEAR - ASSOC PROFESSOR	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2481	DEPARTMENT CHAIR - 12 MONTH	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
Grand Total #		24	14	Male #	3	1	0	1	1	0	0	0
Grand Total %			58.3	Male %	12.5	4.2	0.0	4.2	4.2	0.0	0.0	0.0
				Female #	21	9	1	6	4	0	0	1
				Female%	87.5	37.5	4.2	25.0	16.7	0.0	0.0	4.2

California State University Channel Islands

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Workforce Analysis

Organizational Unit: Office of the Dean

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1
3312	ADMINISTRATOR II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3300	ADMINISTRATOR IV	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		3	1	Male #	0	0	0	0	0	0	0	0
Grand Total %			33.3	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	3	2	0	0	0	0	0	1
				Female%	100.0	66.7	0.0	0.0	0.0	0.0	0.0	33.3

California State University Channel Islands

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Office of the President

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	2	2	Male	1	0	0	1	0	0	0	0
				Female	1	0	1	0	0	0	0	
1176	CONFIDENTIAL ADMINISTRATIVE SUPPORT -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1148	PRESIDENTIAL AIDE	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3306	ADMINISTRATOR III	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3312	ADMINISTRATOR II	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
2977	PRESIDENT	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		9	6	Male #	3	1	0	1	1	0	0	0
Grand Total %			66.7	Male %	33.3	11.1	0.0	11.1	11.1	0.0	0.0	0.0
				Female #	6	2	1	3	0	0	0	0
				Female%	66.7	22.2	11.1	33.3	0.0	0.0	0.0	0.0

California State University Channel Islands

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Workforce Analysis

Organizational Unit: OLLI

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1032	ADMINISTRATIVE SUPPORT ASSISTANT -12 MONTH	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		1	0	Male #	0	0	0	0	0	0	0	0
Grand Total %			0.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	1	1	0	0	0	0	0	0
				Female%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0

California State University Channel Islands

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Workforce Analysis

Organizational Unit: Ombuds Office

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3306	ADMINISTRATOR III	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		1	0	Male #	1	1	0	0	0	0	0	0
Grand Total %			0.0	Male %	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	0	0	0	0	0	0	0	0
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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Workforce Analysis

Organizational Unit: Operations

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	0	1	0	0	0	0
6223	LABORER	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1506	STOREKEEPER I	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6837	MECHANICS HELPER	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6940	FACILITIES MAINTENANCE MECHANIC	4	3	Male	4	1	0	3	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6642	LOCKSMITH	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6533	ELECTRICIAN	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6852	LEAD AUTOMOTIVE/EQUIPMENT MECHANIC	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6702	BUILDING SERVICE ENGINEER	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6280	METAL WORKER I	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6548	LEAD PLUMBER	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6532	LEAD ELECTRICIAN	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6644	SUPERVISING LOCKSMITH	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

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Workforce Analysis

Organizational Unit: Operations

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
6474	SUPERVISING CARPENTER	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
6547	SUPERVISING PLUMBER	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
6699	AIR CONDITIONING/REFRIGERATION MECHANIC	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
6534	SUPERVISING ELECTRICIAN	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
6265	FACILITIES PROJECT SUPERVISOR	3	2	Male	3	1	0	2	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
3318	ADMINISTRATOR I	2	0	Male	2	2	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
6700	SUPERVISING BUILDING SERVICE ENGINEER	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
3312	ADMINISTRATOR II	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
Grand Total #		30	13	Male #	26	14	0	12	0	0	0	0	0
Grand Total %			43.3	Male %	86.7	46.7	0.0	40.0	0.0	0.0	0.0	0.0	0.0
				Female #	4	3	0	1	0	0	0	0	0
				Female%	13.3	10.0	0.0	3.3	0.0	0.0	0.0	0.0	0.0

California State University Channel Islands

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Workforce Analysis

Organizational Unit: Orientation

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3082	STUDENT SERVICES PROFESSIONAL II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3312	ADMINISTRATOR II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
Grand Total #		2	2	Male #	0	0	0	0	0	0	0	0
Grand Total %			100.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	2	0	0	2	0	0	0	0
				Female%	100.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0

California State University Channel Islands

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Payroll

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1101	PAYROLL TECHNICIAN II	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		2	0	Male #	1	1	0	0	0	0	0	0
Grand Total %			0.0	Male %	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	1	1	0	0	0	0	0	0
				Female%	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0

California State University Channel Islands

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Workforce Analysis

Organizational Unit: PDC - CMF

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3312	ADMINISTRATOR II	3	0	Male	3	3	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		4	0	Male #	3	3	0	0	0	0	0	0
Grand Total %			0.0	Male %	75.0	75.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	1	1	0	0	0	0	0	0
				Female%	25.0	25.0	0.0	0.0	0.0	0.0	0.0	0.0

California State University Channel Islands

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Workforce Analysis

Organizational Unit: Performing Arts

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2358_2	LECTURER - ACADEMIC YEAR (A)	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
2358_3	LECTURER - ACADEMIC YEAR (B)	10	4	Male	4	2	0	2	0	0	0	
				Female	6	4	0	1	1	0	0	
2360_4	INSTRUCTIONAL FACULTY - ACADEMIC YEAR - ASSOC PROFESSOR	3	2	Male	1	0	1	0	0	0	0	
				Female	2	1	0	0	1	0	0	
2482	DEPARTMENT CHAIR - ACADEMIC YEAR	1	1	Male	0	0	0	0	0	0	0	
				Female	1	0	0	0	0	0	0	1
2360_5	INSTRUCTIONAL FACULTY - ACADEMIC YEAR - PROFESSOR	1	0	Male	1	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	
Grand Total #		16	7	Male #	7	4	1	2	0	0	0	
Grand Total %			43.8	Male %	43.8	25.0	6.3	12.5	0.0	0.0	0.0	
				Female #	9	5	0	1	2	0	1	
				Female%	56.3	31.3	0.0	6.3	12.5	0.0	6.3	

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Workforce Analysis

Organizational Unit: Physics

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
1617	INSTRUCTIONAL SUPPORT TECHNICIAN II	1	1	Male	1	0	0	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0	0
2358_2	LECTURER - ACADEMIC YEAR (A)	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
2358_3	LECTURER - ACADEMIC YEAR (B)	2	0	Male	2	2	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
2360_3	INSTRUCTIONAL FACULTY - ACADEMIC YEAR - ASST PROFESSOR	1	1	Male	1	0	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
2358_4	LECTURER - ACADEMIC YEAR (C)	3	0	Male	2	2	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
2360_5	INSTRUCTIONAL FACULTY - ACADEMIC YEAR - PROFESSOR	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
Grand Total #		9	2	Male #	8	6	0	0	1	0	0	0	1
Grand Total %			22.2	Male %	88.9	66.7	0.0	0.0	11.1	0.0	0.0	0.0	11.1
				Female #	1	1	0	0	0	0	0	0	0
				Female%	11.1	11.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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Workforce Analysis

Organizational Unit: Planning Design & Construction

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3306	ADMINISTRATOR III	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		1	0	Male #	1	1	0	0	0	0	0	
Grand Total %			0.0	Male %	100.0	100.0	0.0	0.0	0.0	0.0	0.0	
				Female #	0	0	0	0	0	0	0	
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	

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Workforce Analysis

Organizational Unit: Police

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
8800	POLICE DISPATCHER -12 MONTH	5	3	Male	2	1	0	1	0	0	0	0
				Female	3	1	1	1	0	0	0	0
3318	ADMINISTRATOR I	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8350	POLICE OFFICER	7	6	Male	5	1	0	4	0	0	0	0
				Female	2	0	0	1	0	0	0	1
8354	SERGEANT	4	1	Male	3	3	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3312	ADMINISTRATOR II	2	1	Male	2	1	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
3306	ADMINISTRATOR III	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		21	12	Male #	13	7	0	5	1	0	0	0
Grand Total %			57.1	Male %	61.9	33.3	0.0	23.8	4.8	0.0	0.0	0.0
				Female #	8	2	1	4	0	0	0	1
				Female%	38.1	9.5	4.8	19.0	0.0	0.0	0.0	4.8

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Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Political Science

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2358_3	LECTURER - ACADEMIC YEAR (B)	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2360_3	INSTRUCTIONAL FACULTY - ACADEMIC YEAR - ASST PROFESSOR	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2358_4	LECTURER - ACADEMIC YEAR (C)	2	1	Male	1	1	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	
2482	DEPARTMENT CHAIR - ACADEMIC YEAR	1	0	Male	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	
2360_5	INSTRUCTIONAL FACULTY - ACADEMIC YEAR - PROFESSOR	3	0	Male	2	2	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	
Grand Total #		8	2	Male #	4	4	0	0	0	0	0	
Grand Total %			25.0	Male %	50.0	50.0	0.0	0.0	0.0	0.0	0.0	
				Female #	4	2	0	1	1	0	0	
				Female%	50.0	25.0	0.0	12.5	12.5	0.0	0.0	

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Workforce Analysis

Organizational Unit: Procurement

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	
4792	BUYER II	2	2	Male	1	0	0	1	0	0	0	0
				Female	1	0	0	1	0	0	0	0
4794	BUYER III	1	1	Male	1	0	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0
3318	ADMINISTRATOR I	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3312	ADMINISTRATOR II	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		6	4	Male #	3	0	0	2	0	0	0	1
Grand Total %			66.7	Male %	50.0	0.0	0.0	33.3	0.0	0.0	0.0	16.7
				Female #	3	2	0	1	0	0	0	0
				Female%	50.0	33.3	0.0	16.7	0.0	0.0	0.0	0.0

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Workforce Analysis

Organizational Unit: Psychology

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2358_3	LECTURER - ACADEMIC YEAR (B)	8	2	Male	3	2	0	1	0	0	0	0
				Female	5	4	0	0	1	0	0	
2358_4	LECTURER - ACADEMIC YEAR (C)	8	1	Male	2	1	0	1	0	0	0	0
				Female	6	6	0	0	0	0	0	
2360_3	INSTRUCTIONAL FACULTY - ACADEMIC YEAR - ASST PROFESSOR	4	0	Male	2	2	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	
2360_4	INSTRUCTIONAL FACULTY - ACADEMIC YEAR - ASSOC PROFESSOR	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	
2360_5	INSTRUCTIONAL FACULTY - ACADEMIC YEAR - PROFESSOR	6	4	Male	2	1	1	0	0	0	0	0
				Female	4	1	0	2	0	0	0	1
2481	DEPARTMENT CHAIR - 12 MONTH	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	
Grand Total #		29	9	Male #	9	6	1	2	0	0	0	0
Grand Total %			31.0	Male %	31.0	20.7	3.4	6.9	0.0	0.0	0.0	0.0
				Female #	20	14	0	2	3	0	0	1
				Female%	69.0	48.3	0.0	6.9	10.3	0.0	0.0	3.4

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Workforce Analysis

Organizational Unit: Records and Registration

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1032	ADMINISTRATIVE SUPPORT ASSISTANT -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3082	STUDENT SERVICES PROFESSIONAL II	3	3	Male	1	0	0	1	0	0	0	0
				Female	2	0	0	1	0	0	0	1
3084	STUDENT SERVICES PROFESSIONAL III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3086	STUDENT SERVICES PROFESSIONAL IV	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3318	ADMINISTRATOR I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3312	ADMINISTRATOR II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		9	6	Male #	1	0	0	1	0	0	0	0
Grand Total %			66.7	Male %	11.1	0.0	0.0	11.1	0.0	0.0	0.0	0.0
				Female #	8	3	0	4	0	0	0	1
				Female%	88.9	33.3	0.0	44.4	0.0	0.0	0.0	11.1

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Workforce Analysis

Organizational Unit: Risk Management

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		1	0	Male #	0	0	0	0	0	0	0	0
Grand Total %			0.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	1	1	0	0	0	0	0	0
				Female%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0

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Workforce Analysis

Organizational Unit: SASEI

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	8	7	Male	0	0	0	0	0	0	0	0
				Female	8	1	0	7	0	0	0	0
8535	ADMINISTRATIVE ANALYST/SPECIALIST - 12 MONTH - NE	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3082	STUDENT SERVICES PROFESSIONAL II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1036	ADMINISTRATIVE ANALYST/SPECIALIST -10/12	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3084	STUDENT SERVICES PROFESSIONAL III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3318	ADMINISTRATOR I	3	2	Male	0	0	0	0	0	0	0	0
				Female	3	1	0	2	0	0	0	0
3306	ADMINISTRATOR III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
Grand Total #		16	13	Male #	0	0	0	0	0	0	0	0
Grand Total %			81.3	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	16	3	0	13	0	0	0	0
				Female%	100.0	18.8	0.0	81.3	0.0	0.0	0.0	0.0

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Workforce Analysis

Organizational Unit: Site Authority

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3312	ADMINISTRATOR II	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		2	1	Male #	1	1	0	0	0	0	0	0
Grand Total %			50.0	Male %	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	1	0	0	1	0	0	0	0
				Female%	50.0	0.0	0.0	50.0	0.0	0.0	0.0	0.0

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Workforce Analysis

Organizational Unit: Sociology

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2358_2	LECTURER - ACADEMIC YEAR (A)	6	2	Male	3	1	0	2	0	0	0	0
				Female	3	3	0	0	0	0	0	
2358_3	LECTURER - ACADEMIC YEAR (B)	3	3	Male	3	0	0	2	0	0	0	1
				Female	0	0	0	0	0	0	0	
2360_3	INSTRUCTIONAL FACULTY - ACADEMIC YEAR - ASST PROFESSOR	2	2	Male	1	0	0	1	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2358_4	LECTURER - ACADEMIC YEAR (C)	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2360_4	INSTRUCTIONAL FACULTY - ACADEMIC YEAR - ASSOC PROFESSOR	4	1	Male	2	1	0	1	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2482	DEPARTMENT CHAIR - ACADEMIC YEAR	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2360_5	INSTRUCTIONAL FACULTY - ACADEMIC YEAR - PROFESSOR	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		19	8	Male #	11	4	0	6	0	0	0	1
Grand Total %			42.1	Male %	57.9	21.1	0.0	31.6	0.0	0.0	0.0	5.3
				Female #	8	7	0	1	0	0	0	0
				Female%	42.1	36.8	0.0	5.3	0.0	0.0	0.0	0.0

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Workforce Analysis

Organizational Unit: Sponsored Programs

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	2	1	Male	0	0	0	0	0	0	0	
				Female	2	1	0	1	0	0	0	
3312	ADMINISTRATOR II	1	1	Male	1	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0	
Grand Total #		4	2	Male #	1	0	0	1	0	0	0	
Grand Total %			50.0	Male %	25.0	0.0	0.0	25.0	0.0	0.0	0.0	
				Female #	3	2	0	1	0	0	0	
				Female%	75.0	50.0	0.0	25.0	0.0	0.0	0.0	

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Workforce Analysis

Organizational Unit: Student Business Services

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1730	ACCOUNTING TECHNICIAN I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1741	ACCOUNTING TECHNICIAN II	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
4555	ACCOUNTANT II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3312	ADMINISTRATOR II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		5	2	Male #	0	0	0	0	0	0	0	0
Grand Total %			40.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	5	3	0	2	0	0	0	0
				Female%	100.0	60.0	0.0	40.0	0.0	0.0	0.0	0.0

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Workforce Analysis

Organizational Unit: Student Conduct

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3318	ADMINISTRATOR I	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		1	0	Male #	0	0	0	0	0	0	0	0
Grand Total %			0.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	1	1	0	0	0	0	0	0
				Female%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0

California State University Channel Islands

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Student Health & Wellness Adm

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	1	1	Male #	1	0	0	1	0	0	0	0
	Grand Total %		100.0	Male %	100.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0
				Female #	0	0	0	0	0	0	0	0
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

California State University Channel Islands

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Student Organization & Involve

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		1	0	Male #	1	1	0	0	0	0	0	0
Grand Total %			0.0	Male %	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	0	0	0	0	0	0	0	0
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

California State University Channel Islands

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Student Success & Outreach

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3318	ADMINISTRATOR I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
Grand Total #		1	1	Male #	0	0	0	0	0	0	0	0
Grand Total %			100.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	1	0	0	1	0	0	0	0
				Female%	100.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0

California State University Channel Islands

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Student Systems

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	5	2	Male	2	1	0	1	0	0	0	0
				Female	3	2	0	1	0	0	0	0
3312	ADMINISTRATOR II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
Grand Total #		7	4	Male #	2	1	0	1	0	0	0	0
Grand Total %			57.1	Male %	28.6	14.3	0.0	14.3	0.0	0.0	0.0	0.0
				Female #	5	2	0	3	0	0	0	0
				Female%	71.4	28.6	0.0	42.9	0.0	0.0	0.0	0.0

California State University Channel Islands

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Teaching & Learning Innovation

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1615	INSTRUCTIONAL SUPPORT TECHNICIAN I	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
420	INFORMATION TECHNOLOGY CONSULTANT -12	5	0	Male	2	2	0	0	0	0	0	
				Female	3	3	0	0	0	0	0	
3312	ADMINISTRATOR II	1	0	Male	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	
Grand Total #		8	2	Male #	3	2	0	1	0	0	0	
Grand Total %			25.0	Male %	37.5	25.0	0.0	12.5	0.0	0.0	0.0	
				Female #	5	4	0	1	0	0	0	
				Female%	62.5	50.0	0.0	12.5	0.0	0.0	0.0	

California State University Channel Islands

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Title IX & Inclusion

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

California State University Channel Islands

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Transportation and Parking

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
8820	COMMUNITY SERVICE SPECIALIST -12 MONTH	3	2	Male	3	1	0	1	1	0	0	0
				Female	0	0	0	0	0	0	0	
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		6	3	Male #	3	1	0	1	1	0	0	0
Grand Total %			50.0	Male %	50.0	16.7	0.0	16.7	16.7	0.0	0.0	0.0
				Female #	3	2	0	1	0	0	0	0
				Female%	50.0	33.3	0.0	16.7	0.0	0.0	0.0	0.0

California State University Channel Islands

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Undergraduate Studies

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	1	0	0	0	0	0
2359_5	LECTURER - 12 MONTH (D)	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		3	1	Male #	0	0	0	0	0	0	0	0
Grand Total %			33.3	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	3	2	1	0	0	0	0	0
				Female%	100.0	66.7	33.3	0.0	0.0	0.0	0.0	0.0

California State University Channel Islands

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: University Advancement

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
1032	ADMINISTRATIVE SUPPORT ASSISTANT -12 MONTH	1	1	Male	1	0	0	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0	0
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
5287	BUDGET ANALYST	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
3318	ADMINISTRATOR I	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
3312	ADMINISTRATOR II	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0	0
3300	ADMINISTRATOR IV	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
Grand Total #		6	4	Male #	2	1	0	0	0	0	0	0	1
Grand Total %			66.7	Male %	33.3	16.7	0.0	0.0	0.0	0.0	0.0	0.0	16.7
				Female #	4	1	0	2	1	0	0	0	0
				Female%	66.7	16.7	0.0	33.3	16.7	0.0	0.0	0.0	0.0

California State University Channel Islands

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: University Development

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1032	ADMINISTRATIVE SUPPORT ASSISTANT -12 MONTH	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	4	1	Male	1	1	0	0	0	0	0	
				Female	3	2	0	0	0	0	1	
3312	ADMINISTRATOR II	4	2	Male	1	0	1	0	0	0	0	
				Female	3	2	0	1	0	0	0	
Grand Total #		9	3	Male #	2	1	1	0	0	0	0	
Grand Total %			33.3	Male %	22.2	11.1	11.1	0.0	0.0	0.0	0.0	
				Female #	7	5	0	1	0	0	1	
				Female%	77.8	55.6	0.0	11.1	0.0	0.0	11.1	

California State University Channel Islands

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: University Events

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	
6223	LABORER	2	2	Male	2	0	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	
440	EQUIPMENT SYSTEMS SPECIALIST -12	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	
3312	ADMINISTRATOR II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	
Grand Total #		7	4	Male #	4	0	1	3	0	0	0	0
Grand Total %			57.1	Male %	57.1	0.0	14.3	42.9	0.0	0.0	0.0	0.0
				Female #	3	3	0	0	0	0	0	0
				Female%	42.9	42.9	0.0	0.0	0.0	0.0	0.0	0.0

California State University Channel Islands

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: University Experience

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
2358_2	LECTURER - ACADEMIC YEAR (A)	3	2	Male	1	0	0	1	0	0	0	0	0
				Female	2	1	1	0	0	0	0	0	0
2358_3	LECTURER - ACADEMIC YEAR (B)	2	0	Male	1	1	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
2358_4	LECTURER - ACADEMIC YEAR (C)	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		6	2	Male #	2	1	0	1	0	0	0	0	
Grand Total %			33.3	Male %	33.3	16.7	0.0	16.7	0.0	0.0	0.0	0.0	
				Female #	4	3	1	0	0	0	0	0	
				Female%	66.7	50.0	16.7	0.0	0.0	0.0	0.0	0.0	

California State University Channel Islands

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Utility Support

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

California State University Channel Islands

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Veterans Affairs Programs

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

California State University Channel Islands

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Vice Provost

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3306	ADMINISTRATOR III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
Grand Total #		2	1	Male #	0	0	0	0	0	0	0	0
Grand Total %			50.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	2	1	0	1	0	0	0	0
				Female%	100.0	50.0	0.0	50.0	0.0	0.0	0.0	0.0

California State University Channel Islands

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: VP Academic Affairs

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1176	CONFIDENTIAL ADMINISTRATIVE SUPPORT -12 MONTH	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3300	ADMINISTRATOR IV	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		2	1	Male #	1	0	0	1	0	0	0	0
Grand Total %			50.0	Male %	50.0	0.0	0.0	50.0	0.0	0.0	0.0	0.0
				Female #	1	1	0	0	0	0	0	0
				Female%	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0

California State University Channel Islands

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: VP for Student Affairs Office

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1176	CONFIDENTIAL ADMINISTRATIVE SUPPORT -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3312	ADMINISTRATOR II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
3300	ADMINISTRATOR IV	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
Grand Total #		4	3	Male #	0	0	0	0	0	0	0	0
Grand Total %			75.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	4	1	2	1	0	0	0	0
				Female%	100.0	25.0	50.0	25.0	0.0	0.0	0.0	0.0

California State University Channel Islands

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: VPDBFA Office

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1176	CONFIDENTIAL ADMINISTRATIVE SUPPORT -12 MONTH	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3312	ADMINISTRATOR II	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
3306	ADMINISTRATOR III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		5	1	Male #	2	1	0	0	1	0	0	0
Grand Total %			20.0	Male %	40.0	20.0	0.0	0.0	20.0	0.0	0.0	0.0
				Female #	3	3	0	0	0	0	0	0
				Female%	60.0	60.0	0.0	0.0	0.0	0.0	0.0	0.0

California State University Channel Islands

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: WA - Counseling & Psychological

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3071	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELATED I-AY	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3070	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELATED I - 12 MONTH	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	1	0	0	0	0	0
3073	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELATED II-AY	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3312	ADMINISTRATOR II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		6	2	Male #	0	0	0	0	0	0	0	0
Grand Total %			33.3	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	6	4	1	1	0	0	0	0
				Female%	100.0	66.7	16.7	16.7	0.0	0.0	0.0	0.0

California State University Channel Islands

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: WA - Wellness Promotion & Educ

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
8147	HEALTH EDUCATOR	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		1	0	Male #	0	0	0	0	0	0	0	0
Grand Total %			0.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	1	1	0	0	0	0	0	0
				Female%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0

California State University Channel Islands

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: WA-Disability Resource Program

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
420	INFORMATION TECHNOLOGY CONSULTANT -12	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	0	0	0	1
3082	STUDENT SERVICES PROFESSIONAL II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3086	STUDENT SERVICES PROFESSIONAL IV	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3318	ADMINISTRATOR I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3312	ADMINISTRATOR II	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		9	6	Male #	1	0	0	1	0	0	0	0
Grand Total %			66.7	Male %	11.1	0.0	0.0	11.1	0.0	0.0	0.0	0.0
				Female #	8	3	0	4	0	0	0	1
				Female%	88.9	33.3	0.0	44.4	0.0	0.0	0.0	11.1

California State University Channel Islands

Snapshot Date: 10/31/2023

Workforce Analysis

Organizational Unit: Writing and Multiliteracy Cent

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
3079	STUDENT SERVICES PROFESSIONAL I	1	1	Male	1	0	0	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0	0
1036	ADMINISTRATIVE ANALYST/SPECIALIST -10/12	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
2359_3	LECTURER - 12 MONTH (B)	2	1	Male	1	1	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
2361_4	INSTRUCTIONAL FACULTY - 12 MONTH - ASSOC PROFESSOR	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0	0
Grand Total #		5	4	Male #	2	1	0	0	0	0	0	0	1
Grand Total %			80.0	Male %	40.0	20.0	0.0	0.0	0.0	0.0	0.0	0.0	20.0
				Female #	3	0	0	2	1	0	0	0	0
				Female%	60.0	0.0	0.0	40.0	20.0	0.0	0.0	0.0	0.0

California State University Channel Islands

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Workforce Analysis Summary

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
Academic Planning	5	0	5	3	0	0	0	0	0	0	0	2	0	2	0	1	0	0
Academic Planning & Budgeting	4	0	4	1	0	0	0	0	0	0	0	3	0	1	0	0	0	0
Administration	4	1	3	2	1	0	0	0	0	0	0	1	0	1	1	0	0	0
Admissions and Recruitment	12	3	9	11	0	0	3	0	0	0	0	1	0	7	1	0	0	0
Advising	8	2	6	7	0	1	1	0	0	0	0	1	0	4	1	0	0	0
Advising Administration	2	0	2	2	0	0	0	0	0	0	0	0	0	2	0	0	0	0
Anthropology	6	3	3	1	2	0	1	0	0	0	0	3	0	0	0	0	0	0
Art	24	11	13	13	5	1	2	1	0	0	2	6	0	4	1	1	0	1
Arts & Sciences	6	2	4	3	2	0	0	0	0	0	0	1	0	2	1	0	0	0
Arts & Sciences Support	8	0	8	7	0	0	0	0	0	0	0	1	0	7	0	0	0	0
Auxiliary Financial Services	3	0	3	2	0	0	0	0	0	0	0	1	0	1	1	0	0	0
AVP - Business	4	0	4	4	0	0	0	0	0	0	0	0	1	3	0	0	0	0
AVP - Education	3	1	2	2	1	0	0	0	0	0	0	0	0	2	0	0	0	0
AVP Enrollment Management	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
AVP SSR office	2	1	1	2	0	0	1	0	0	0	0	0	0	0	1	0	0	0
AVP Strategic Operations & ASI	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
AVP SW Office	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Basic Needs	2	1	1	2	0	0	1	0	0	0	0	0	0	1	0	0	0	0
Basic Needs Administration	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Biology/Natural Sciences	29	11	18	14	6	0	4	1	0	0	0	9	1	4	4	0	0	0
BSN Cottage	1	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0

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Workforce Analysis Summary

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
Budget & Planning	4	0	4	1	0	0	0	0	0	0	0	3	0	1	0	0	0	0
Budget & Staff Resources	3	0	3	2	0	0	0	0	0	0	0	1	0	1	1	0	0	0
Business	26	12	14	12	7	0	0	3	1	0	1	7	0	1	5	0	0	1
Career Devl & Alumni Engagemnt	5	1	4	2	0	0	1	0	0	0	0	3	0	0	1	0	0	0
Chemistry	23	11	12	11	5	0	1	3	0	0	2	7	0	3	1	1	0	0
Chicano Studies	7	4	3	7	0	0	4	0	0	0	0	0	0	3	0	0	0	0
CI - Cooperative Research Stn.	3	1	2	1	1	0	0	0	0	0	0	1	0	1	0	0	0	0
Clinical Exp & Parternships	5	0	5	4	0	0	0	0	0	0	0	1	0	4	0	0	0	0
Communication	11	3	8	2	2	0	1	0	0	0	0	7	0	0	1	0	0	0
Communication & Design	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Communication & PR	6	1	5	5	0	1	0	0	0	0	0	1	0	2	1	0	0	1
Computer Science	16	15	1	2	13	0	0	1	0	0	1	1	0	0	0	0	0	0
CR - Campus Recreation	2	1	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0
CR - Waterfront & Outdoor Adve	2	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	1
Ctr for Community Engagement	2	0	2	2	0	0	0	0	0	0	0	0	0	2	0	0	0	0
Dean of Students Office	3	0	3	1	0	0	0	0	0	0	0	2	0	1	0	0	0	0
Dept of Teacher Education	28	5	23	7	4	0	0	1	0	0	0	17	0	3	1	0	0	2
Digital Strategy and Marketing	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
EAP	1	1	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Early Childhood Studies	16	1	15	8	0	0	0	1	0	0	0	8	0	6	1	0	0	0
Economics	5	5	0	3	2	0	2	1	0	0	0	0	0	0	0	0	0	0

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Workforce Analysis Summary

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
EdD Ed Leadership	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Education	5	0	5	2	0	0	0	0	0	0	0	3	0	2	0	0	0	0
Education Foundations	5	1	4	1	0	0	1	0	0	0	0	4	0	0	0	0	0	0
Educational Leadership and Sch	3	1	2	0	1	0	0	0	0	0	0	2	0	0	0	0	0	0
English	19	5	14	5	3	0	1	0	0	0	1	11	1	1	1	0	0	0
Enrollment and Student Affairs	5	1	4	2	1	0	0	0	0	0	0	2	0	1	0	0	0	1
Environmental Health & Safety	5	2	3	3	1	0	0	1	0	0	0	1	0	2	0	0	0	0
Environmental Sci&Resource Mgt	14	9	5	1	8	0	0	1	0	0	0	5	0	0	0	0	0	0
EOP	3	1	2	3	0	0	1	0	0	0	0	0	0	2	0	0	0	0
EU Finance and Administration	4	0	4	4	0	0	0	0	0	0	0	0	0	3	1	0	0	0
Extended University	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
Facilities - ICU	4	4	0	4	0	0	4	0	0	0	0	0	0	0	0	0	0	0
Facility Services	22	16	6	21	1	0	10	4	0	1	0	0	1	4	1	0	0	0
Faculty Affairs	5	2	3	4	1	0	0	1	0	0	0	0	0	1	2	0	0	0
Financial Aid	12	3	9	11	0	0	3	0	0	0	0	1	0	7	1	0	0	0
Fiscal Services	10	2	8	9	0	0	2	0	0	0	0	1	0	5	2	0	0	0
Foster Youth	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
FS - Reimbursed Activities	11	9	2	10	1	1	6	1	0	0	0	0	0	2	0	0	0	0
FS-DM Funded Staff & Expense	1	1	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Global Languages & Cultures	14	7	7	9	3	0	3	1	0	0	0	2	0	5	0	0	0	0
Graduate Studies Center	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0

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Workforce Analysis Summary

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
Grounds	13	13	0	12	1	0	10	0	0	0	2	0	0	0	0	0	0	0
Health Sciences	13	4	9	5	3	0	1	0	0	0	0	5	0	3	1	0	0	0
High Impact Practices & Ed Exc	3	1	2	3	0	0	1	0	0	0	0	0	0	2	0	0	0	0
History	14	7	7	5	6	0	1	0	0	0	0	3	1	3	0	0	0	0
HRE - Conferencing	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
HRE - Housing Administration	5	1	4	4	0	1	0	0	0	0	0	1	1	2	0	0	0	0
HRE - Housing Operations	2	2	0	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0
HRE - Residential Education	4	1	3	4	0	0	0	1	0	0	0	0	1	2	0	0	0	0
Human Resources	11	0	11	6	0	0	0	0	0	0	0	5	0	5	1	0	0	0
Inclusive Student Services	2	2	0	2	0	1	0	1	0	0	0	0	0	0	0	0	0	0
Information Technology Service	30	25	5	18	10	1	9	4	0	0	1	2	0	0	3	0	0	0
International Programs	4	1	3	2	1	0	0	0	0	0	0	1	0	1	1	0	0	0
IRPE	4	2	2	1	2	0	0	0	0	0	0	1	0	1	0	0	0	0
Learning Resource Center	3	0	3	2	0	0	0	0	0	0	0	1	0	2	0	0	0	0
Library	23	8	15	9	5	0	3	0	0	0	0	9	0	3	0	0	0	3
Materials Management	5	5	0	4	1	0	4	0	0	0	0	0	0	0	0	0	0	0
Math	21	9	12	9	4	0	2	2	0	0	1	8	0	3	1	0	0	0
Mechatronics Engineering	3	1	2	0	1	0	0	0	0	0	0	2	0	0	0	0	0	0
Mission Based Centers	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
MS Biotech	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
MS Nursing	1	0	1	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0

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Workforce Analysis Summary

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
Nursing	24	3	21	14	1	0	1	1	0	0	0	9	1	6	4	0	0	1
Office of the Dean	3	0	3	1	0	0	0	0	0	0	0	2	0	0	0	0	0	1
Office of the President	9	3	6	6	1	0	1	1	0	0	0	2	1	3	0	0	0	0
OLLI	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Ombuds Office	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Operations	30	26	4	13	14	0	12	0	0	0	0	3	0	1	0	0	0	0
Orientation	2	0	2	2	0	0	0	0	0	0	0	0	0	2	0	0	0	0
Payroll	2	1	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0
PDC - CMF	4	3	1	0	3	0	0	0	0	0	0	1	0	0	0	0	0	0
Performing Arts	16	7	9	7	4	1	2	0	0	0	0	5	0	1	2	0	0	1
Physics	9	8	1	2	6	0	0	1	0	0	1	1	0	0	0	0	0	0
Planning Design & Construction	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Police	21	13	8	12	7	0	5	1	0	0	0	2	1	4	0	0	0	1
Political Science	8	4	4	2	4	0	0	0	0	0	0	2	0	1	1	0	0	0
Procurement	6	3	3	4	0	0	2	0	0	0	1	2	0	1	0	0	0	0
Psychology	29	9	20	9	6	1	2	0	0	0	0	14	0	2	3	0	0	1
Records and Registration	9	1	8	6	0	0	1	0	0	0	0	3	0	4	0	0	0	1
Risk Management	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
SASEI	16	0	16	13	0	0	0	0	0	0	0	3	0	13	0	0	0	0
Site Authority	2	1	1	1	1	0	0	0	0	0	0	0	0	1	0	0	0	0
Sociology	19	11	8	8	4	0	6	0	0	0	1	7	0	1	0	0	0	0

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Workforce Analysis Summary

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
Sponsored Programs	4	1	3	2	0	0	1	0	0	0	0	2	0	1	0	0	0	0
Student Business Services	5	0	5	2	0	0	0	0	0	0	0	3	0	2	0	0	0	0
Student Conduct	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Student Health & Wellness Adm	1	1	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Student Organization & Involve	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Student Success & Outreach	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
Student Systems	7	2	5	4	1	0	1	0	0	0	0	2	0	3	0	0	0	0
Teaching & Learning Innovation	8	3	5	2	2	0	1	0	0	0	0	4	0	1	0	0	0	0
Title IX & Inclusion	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Transportation and Parking	6	3	3	3	1	0	1	1	0	0	0	2	0	1	0	0	0	0
Undergraduate Studies	3	0	3	1	0	0	0	0	0	0	0	2	1	0	0	0	0	0
University Advancement	6	2	4	4	1	0	0	0	0	0	1	1	0	2	1	0	0	0
University Development	9	2	7	3	1	1	0	0	0	0	0	5	0	1	0	0	0	1
University Events	7	4	3	4	0	1	3	0	0	0	0	3	0	0	0	0	0	0
University Experience	6	2	4	2	1	0	1	0	0	0	0	3	1	0	0	0	0	0
Utility Support	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Veterans Affairs Programs	1	1	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Vice Provost	2	0	2	1	0	0	0	0	0	0	0	1	0	1	0	0	0	0
VP Academic Affairs	2	1	1	1	0	0	1	0	0	0	0	1	0	0	0	0	0	0
VP for Student Affairs Office	4	0	4	3	0	0	0	0	0	0	0	1	2	1	0	0	0	0
VPDBFA Office	5	2	3	1	1	0	0	1	0	0	0	3	0	0	0	0	0	0

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Workforce Analysis Summary

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
WA - Counseling & Psychologica	6	0	6	2	0	0	0	0	0	0	0	4	1	1	0	0	0	0
WA - Wellness Promotion & Educ	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
WA-Disability Resource Program	9	1	8	6	0	0	1	0	0	0	0	3	0	4	0	0	0	1
Writing and Multiliteracy Cent	5	2	3	4	1	0	0	0	0	0	1	0	0	2	1	0	0	0
Total (#)	922	371	551	480	175	12	130	36	1	1	16	267	15	197	51	3	0	18
Total (%)		40.2	59.8	52.1	19.0	1.3	14.1	3.9	0.1	0.1	1.7	29.0	1.6	21.4	5.5	0.3	0.0	2.0

California State University Channel Islands

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Job Group Analysis

Job Group: 1A - Executive/Admin/Managerial

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
4	3318	ADMINISTRATOR I	27	9	18	15	12
2	3312	ADMINISTRATOR II	63	24	39	32	31
1	3306	ADMINISTRATOR III	20	7	13	13	7
1	3300	ADMINISTRATOR IV	6	2	4	2	4
1	2977	PRESIDENT	1	1	0	0	1
Total (#)			117	43	74	62	55
Total (%)				36.8	63.2	53.0	47.0

California State University Channel Islands

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Job Group Analysis

Job Group: 2A - Faculty (Instrctn/Rsrch/PubSvc)

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
5	2481	DEPARTMENT CHAIR - 12 MONTH	2	0	2	0	2
5	2482	DEPARTMENT CHAIR - ACADEMIC YEAR	21	10	11	15	6
5	2361_4	INSTRUCTIONAL FACULTY - 12 MONTH - ASSOC PROFESSOR	2	0	2	1	1
5	2360_4	INSTRUCTIONAL FACULTY - ACADEMIC YEAR - ASSOC PROFESSO	47	19	28	28	19
5	2360_3	INSTRUCTIONAL FACULTY - ACADEMIC YEAR - ASST PROFESSOR	45	18	27	18	27
5	2360_5	INSTRUCTIONAL FACULTY - ACADEMIC YEAR - PROFESSOR	43	22	21	28	15
5	2359_3	LECTURER - 12 MONTH (B)	3	2	1	1	2
5	2359_4	LECTURER - 12 MONTH (C)	2	0	2	1	1
5	2359_5	LECTURER - 12 MONTH (D)	1	0	1	1	0
5	2358_2	LECTURER - ACADEMIC YEAR (A)	76	22	54	51	25
5	2358_3	LECTURER - ACADEMIC YEAR (B)	102	47	55	64	38
5	2358_4	LECTURER - ACADEMIC YEAR (C)	45	20	25	35	10
5	2358_5	LECTURER - ACADEMIC YEAR (D)	4	2	2	3	1
Total (#)			393	162	231	246	147
Total (%)				41.2	58.8	62.6	37.4

California State University Channel Islands

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Job Group Analysis

Job Group: 3A - Business and Financial Operations-Finance Specialist

EEO

Total				
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EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
2	1762	ACCOUNTANT I	1	0	1	0	1
2	4555	ACCOUNTANT II	4	0	4	2	2
2	4556	ACCOUNTANT III	1	0	1	0	1
2	5287	BUDGET ANALYST	4	0	4	2	2
Total (#)			10	0	10	4	6
Total (%)				0.0	100.0	40.0	60.0

California State University Channel Islands

Snapshot Date: 10/31/2023

Job Group Analysis

Job Group: 3B - Business and Financial Operations-Business Specialist

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
2	8535	ADMINISTRATIVE ANALYST/SPECIALIST - 12 MONTH - NE	1	0	1	0	1
2	1036	ADMINISTRATIVE ANALYST/SPECIALIST -10/12	2	0	2	1	1
2	1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	81	11	70	37	44
2	5783	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES II	2	1	1	2	0
2	4792	BUYER II	2	1	1	0	2
2	4794	BUYER III	1	1	0	0	1
2	1176	CONFIDENTIAL ADMINISTRATIVE SUPPORT -12 MONTH	7	0	7	3	4
Total (#)			96	14	82	43	53
Total (%)				14.6	85.4	44.8	55.2

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Job Group Analysis

Job Group: 3C - Community, Social Service, Legal, Design, Entertainment, Sports, and Medi

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
10	8820	COMMUNITY SERVICE SPECIALIST -12 MONTH	3	3	0	1	2
4	820	GRAPHIC DESIGNER -12 MONTH	1	0	1	0	1
4	810	MEDIA PRODUCTION SPECIALIST -12 MONTH	1	1	0	0	1
4	800	PUBLIC AFFAIRS/COMMUNICATION SPECIALIST -12 MONTH	1	0	1	1	0
Total (#)			6	4	2	2	4
Total (%)				66.7	33.3	33.3	66.7

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Job Group Analysis

Job Group: 3D - Community, Social Service, Legal, Design, Entertainment, Sports, and Medi

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
4	3079	STUDENT SERVICES PROFESSIONAL I	1	1	0	0	1
4	3082	STUDENT SERVICES PROFESSIONAL II	31	6	25	4	27
4	3084	STUDENT SERVICES PROFESSIONAL III	21	5	16	2	19
4	3086	STUDENT SERVICES PROFESSIONAL IV	9	3	6	5	4
Total (#)			62	15	47	11	51
Total (%)				24.2	75.8	17.7	82.3

California State University Channel Islands

Snapshot Date: 10/31/2023

Job Group Analysis

Job Group: 3E - Community, Social Service, Legal, Design, Entertainment, Sports, and Medi

Total

EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
4	8147	HEALTH EDUCATOR	1	0	1	1	0
Total (#)			1	0	1	1	0
Total (%)				0.0	100.0	100.0	0.0

California State University Channel Islands

Snapshot Date: 10/31/2023

Job Group Analysis

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

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
3	400	ANALYST/PROGRAMMER -12	6	4	2	2	4
3	1173	CONFIDENTIAL TECHNICAL SUPPORT -12 MONTH	1	0	1	0	1
3	420	INFORMATION TECHNOLOGY CONSULTANT -12	22	16	6	11	11
3	430	NETWORK ANALYST -12	3	3	0	2	1
3	410	OPERATING SYSTEMS ANALYST -12	3	2	1	0	3
12	5683	RESEARCH TECHNICIAN I	1	0	1	0	1
3	5680	RESEARCH TECHNICIAN III	2	1	1	1	1
Total (#)			38	26	12	16	22
Total (%)				68.4	31.6	42.1	57.9

California State University Channel Islands

Snapshot Date: 10/31/2023

Job Group Analysis

Job Group: 3G - Librarians, Curators, and Archivists

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
7	2920	LIBRARIAN - 12 MONTH	6	3	3	5	1
7	8480	LIBRARIAN - 12 MONTH - NE	3	0	3	0	3
7	2886	LIBRARY SERVICES SPECIALIST I	1	0	1	1	0
7	2887	LIBRARY SERVICES SPECIALIST II	3	3	0	2	1
7	2888	LIBRARY SERVICES SPECIALIST III	4	1	3	2	2
7	2913	SUPERVISING LIBRARIAN - 10 MONTH	1	0	1	1	0
7	2914	SUPERVISING LIBRARIAN - 12 MONTH	1	0	1	1	0
Total (#)			19	7	12	12	7
Total (%)				36.8	63.2	63.2	36.8

California State University Channel Islands

Snapshot Date: 10/31/2023

Job Group Analysis

Job Group: 3H - Other Education Services

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
8	1615	INSTRUCTIONAL SUPPORT TECHNICIAN I	7	5	2	3	4
8	1617	INSTRUCTIONAL SUPPORT TECHNICIAN II	5	2	3	2	3
8	1619	INSTRUCTIONAL SUPPORT TECHNICIAN III	4	2	2	1	3
3	3070	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELATED I - 12	2	0	2	1	1
3	3071	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELATED I-AY	1	0	1	1	0
3	3073	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELATED II-AY	1	0	1	1	0
Total (#)			20	9	11	9	11
Total (%)				45.0	55.0	45.0	55.0

California State University Channel Islands

Snapshot Date: 10/31/2023

Job Group Analysis

Job Group: 4A - Office and Administrative Support

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
12	1730	ACCOUNTING TECHNICIAN I	1	0	1	0	1
12	1741	ACCOUNTING TECHNICIAN II	5	1	4	2	3
12	1740	ACCOUNTING TECHNICIAN III	1	0	1	0	1
12	1032	ADMINISTRATIVE SUPPORT ASSISTANT -12 MONTH	5	1	4	2	3
12	1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	46	5	41	10	36
12	1505	MAIL CLERK	1	1	0	1	0
12	1504	MAIL SERVICES SUPERVISOR I	1	1	0	0	1
12	1101	PAYROLL TECHNICIAN II	1	1	0	1	0
12	8800	POLICE DISPATCHER -12 MONTH	5	2	3	2	3
12	1148	PRESIDENTIAL AIDE	1	0	1	0	1
12	1550	PROPERTY CLERK I	1	1	0	0	1
12	2635	STUDENT PERSONNEL TECHNICIAN, FINANCIAL AIDS	1	1	0	0	1
Total (#)			69	14	55	18	51
Total (%)				20.3	79.7	26.1	73.9

California State University Channel Islands

Snapshot Date: 10/31/2023

Job Group Analysis

Job Group: 5A - Production, Transportation, and Material Moving

EEO

			Total				
Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
14	6702	BUILDING SERVICE ENGINEER	1	1	0	0	1
14	6223	LABORER	3	3	0	0	3
12	1506	STOREKEEPER I	1	1	0	0	1
14	6700	SUPERVISING BUILDING SERVICE ENGINEER	1	1	0	1	0
14	1508	WAREHOUSE WORKER	2	2	0	0	2
Total (#)			8	8	0	1	7
Total (%)				100.0	0.0	12.5	87.5

California State University Channel Islands

Snapshot Date: 10/31/2023

Job Group Analysis

Job Group: 5B - Natural Resources, Construction, and Maintenance

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
13	6699	AIR CONDITIONING/REFRIGERATION MECHANIC	1	1	0	1	0
13	6476	CARPENTER	1	1	0	0	1
13	6533	ELECTRICIAN	2	2	0	2	0
13	440	EQUIPMENT SYSTEMS SPECIALIST -12	1	1	0	0	1
13	6940	FACILITIES MAINTENANCE MECHANIC	7	7	0	1	6
13	6265	FACILITIES PROJECT SUPERVISOR	4	4	0	1	3
13	6251	FACILITIES WORKER II	1	1	0	0	1
13	745	GARDENING SPECIALIST	2	2	0	0	2
13	6852	LEAD AUTOMOTIVE/EQUIPMENT MECHANIC	1	1	0	0	1
13	6532	LEAD ELECTRICIAN	1	1	0	1	0
13	6548	LEAD PLUMBER	1	1	0	0	1
13	6642	LOCKSMITH	1	1	0	1	0
13	6837	MECHANICS HELPER	1	1	0	0	1
13	6280	METAL WORKER I	1	1	0	0	1
13	6549	PLUMBER	1	1	0	0	1
13	6474	SUPERVISING CARPENTER	1	1	0	1	0
13	6534	SUPERVISING ELECTRICIAN	1	0	1	1	0
13	6644	SUPERVISING LOCKSMITH	1	1	0	1	0
13	6547	SUPERVISING PLUMBER	1	1	0	1	0
Total (#)			30	29	1	11	19
Total (%)				96.7	3.3	36.7	63.3

California State University Channel Islands

Snapshot Date: 10/31/2023

Job Group Analysis

Job Group: 5C - Service Occupations - Protective Services

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
10	8350	POLICE OFFICER	7	5	2	1	6
10	8354	SERGEANT	4	3	1	3	1
Total (#)			11	8	3	4	7
Total (%)				72.7	27.3	36.4	63.6

California State University Channel Islands

Snapshot Date: 10/31/2023

Job Group Analysis

Job Group: 5D - Service Occupations - Personal Care and Service

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
10	9688	HEAD RESIDENT I	3	1	2	0	3
Total (#)			3	1	2	0	3
Total (%)				33.3	66.7	0.0	100.0

California State University Channel Islands

Snapshot Date: 10/31/2023

Job Group Analysis

Job Group: 5E - Service Occupations - Building, Grounds, Cleaning, and Maintenance

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
10	2010	CUSTODIAN	23	15	8	0	23
10	731	GROUNDWORKER	8	8	0	1	7
10	735	IRRIGATION SPECIALIST	2	2	0	0	2
10	2015	LEAD CUSTODIAN	5	5	0	1	4
10	726	LEAD GROUNDWORKER	1	1	0	0	1
Total (#)			39	31	8	2	37
Total (%)				79.5	20.5	5.1	94.9

California State University Channel Islands

Snapshot Date: 10/31/2023

Job Group Analysis Summary

Job Group	Total										
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
1A - Executive/Admin/Managerial	117	43	74	55	62	6	39	10	0	0	0
2A - Faculty (Instrctn/Rsrch/PubSvc)	393	162	231	147	246	6	81	43	3	0	14
3A - Business and Financial Operations-Finance Specialist	10	0	10	6	4	0	5	1	0	0	0
3B - Business and Financial Operations-Business Specialist	96	14	82	53	43	3	37	8	1	0	4
3C - Community, Social Service, Legal, Design, Entertainment,	6	4	2	4	2	1	1	1	0	0	1
3D - Community, Social Service, Legal, Design, Entertainment,	62	15	47	51	11	1	43	4	0	0	3
3E - Community, Social Service, Legal, Design, Entertainment,	1	0	1	0	1	0	0	0	0	0	0
3F - Computer, Engineering, and Science	38	26	12	22	16	1	14	6	0	0	1
3G - Librarians, Curators, and Archivists	19	7	12	7	12	0	4	0	0	0	3
3H - Other Education Services	20	9	11	11	9	3	2	3	0	0	3
4A - Office and Administrative Support	69	14	55	51	18	2	43	4	0	0	2
5A - Production, Transportation, and Material Moving	8	8	0	7	1	0	7	0	0	0	0
5B - Natural Resources, Construction, and Maintenance	30	29	1	19	11	1	18	0	0	0	0
5C - Service Occupations - Protective Services	11	8	3	7	4	0	6	0	0	0	1
5D - Service Occupations - Personal Care and Service	3	1	2	3	0	1	1	1	0	0	0
5E - Service Occupations - Building, Grounds, Cleaning, and M	39	31	8	37	2	2	26	6	0	1	2
Total (#)	922	371	551	480	442	27	327	87	4	1	34
Total (%)		40.2	59.8	52.1	47.9	2.9	35.5	9.4	0.4	0.1	3.7

California State University Channel Islands

Snapshot Date: 10/31/2023

ZIP Code Analysis

Data Used: Employee

Included Areas:

County/County Set	Count	Weight	Cut-Off Weight
Ventura, California	785	85.14	89.71
Los Angeles, California	90	9.76	10.29
Total:	875	94.90	100.00

Excluded Areas:

County/County Set	Count	Weight	Cut-Off Weight
Santa Barbara, California	24	2.60	0.00
Orange, California	6	0.65	0.00
San Bernardino, California	2	0.22	0.00
San Diego, California	2	0.22	0.00
San Luis Obispo, California	2	0.22	0.00
Sacramento, California	2	0.22	0.00
Middlesex, Massachusetts	1	0.11	0.00
Broward, Florida	1	0.11	0.00
Riverside, California	1	0.11	0.00
Kern, California	1	0.11	0.00
Tulare, California	1	0.11	0.00
San Francisco, California	1	0.11	0.00
Contra Costa, California	1	0.11	0.00
Merced, California	1	0.11	0.00
Lane, Oregon	1	0.11	0.00
Total:	47	5.10	0.00
Included and Excluded Total:	922	100.00	100.00

California State University Channel Islands

Snapshot Date: 10/31/2023

Availability Analysis

Job Group: 1A - Executive/Admin/Managerial

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	65.3	36.8	45.00	29.4	16.6	Ventura, California - 87.55 %, Los Angeles, California - 8.76 %, Santa Barbara, California - 3.69 %
Reasonable	64.4	28.8	30.00	19.3	8.6	National
<u>Internal Factors</u>						
Feeders	63.9	56.1	25.00	16.0	14.0	Feeders
Final Availability (%)			100.00	64.7	39.2	

California State University Channel Islands

Snapshot Date: 10/31/2023

Availability Analysis

Job Group: 2A - Faculty (Instrctn/Rsrch/PubSvc)

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
NORC Data	45.7	24.2	100.00	45.7	24.2	Earned Doctorates - 100.00%
Final Availability (%)			100.00	45.7	24.2	

California State University Channel Islands

Snapshot Date: 10/31/2023

Availability Analysis

Job Group: 3A - Business and Financial Operations-Finance Specialist

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	64.2	40.9	50.00	32.1	20.4	Ventura, California - 87.55 %, Los Angeles, California - 8.76 %, Santa Barbara, California - 3.69 %
<u>Internal Factors</u>						
Feeders	85.4	55.2	50.00	42.7	27.6	Feeders
Final Availability (%)			100.00	74.8	48.0	

California State University Channel Islands

Snapshot Date: 10/31/2023

Availability Analysis

Job Group: 3B - Business and Financial Operations-Business Specialist

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	43.5	37.1	65.00	28.3	24.1	Ventura, California - 87.55 %, Los Angeles, California - 8.76 %, Santa Barbara, California - 3.69 %
Reasonable	53.5	34.3	5.00	2.7	1.7	National
<u>Internal Factors</u>						
Feeders	77.2	72.0	30.00	23.2	21.6	Feeders
Final Availability (%)			100.00	54.1	47.4	

California State University Channel Islands

Snapshot Date: 10/31/2023

Availability Analysis

Job Group: 3C - Community, Social Service, Legal, Design, Entertainment, Sports, and Media - C

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	37.4	37.6	100.00	37.4	37.6	Ventura, California - 87.55 %, Los Angeles, California - 8.76 %, Santa Barbara, California - 3.69 %
Final Availability (%)			100.00	37.4	37.6	

California State University Channel Islands

Snapshot Date: 10/31/2023

Availability Analysis

Job Group: 3D - Community, Social Service, Legal, Design, Entertainment, Sports, and Media - D

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	75.7	55.3	75.00	56.8	41.5	Ventura, California - 87.55 %, Los Angeles, California - 8.76 %, Santa Barbara, California - 3.69 %
Reasonable	76.5	40.3	5.00	3.8	2.0	National
<u>Internal Factors</u>						
Feeders	81.6	67.7	20.00	16.3	13.5	Feeders
Final Availability (%)			100.00	76.9	57.0	

California State University Channel Islands

Snapshot Date: 10/31/2023

Availability Analysis

Job Group: 3E - Community, Social Service, Legal, Design, Entertainment, Sports, and Media - E

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	75.7	55.3	100.00	75.7	55.3	Ventura, California - 87.55 %, Los Angeles, California - 8.76 %, Santa Barbara, California - 3.69 %
Final Availability (%)			100.00	75.7	55.3	

California State University Channel Islands

Snapshot Date: 10/31/2023

Availability Analysis

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

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	33.2	48.8	70.00	23.3	34.1	Ventura, California - 87.55 %, Los Angeles, California - 8.76 %, Santa Barbara, California - 3.69 %
Reasonable	32.6	36.6	5.00	1.6	1.8	National
<u>Internal Factors</u>						
Feeders	70.5	42.9	25.00	17.6	10.7	Feeders
Final Availability (%)			100.00	42.5	46.7	

California State University Channel Islands

Snapshot Date: 10/31/2023

Availability Analysis

Job Group: 3G - Librarians, Curators, and Archivists

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	73.2	42.3	70.00	51.3	29.6	Ventura, California - 87.55 %, Los Angeles, California - 8.76 %, Santa Barbara, California - 3.69 %
Reasonable	72.9	25.6	10.00	7.3	2.6	National
<u>Internal Factors</u>						
Feeders	79.7	73.9	20.00	15.9	14.8	Feeders
Final Availability (%)			100.00	74.5	46.9	

California State University Channel Islands

Snapshot Date: 10/31/2023

Availability Analysis

Job Group: 3H - Other Education Services

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	65.9	36.7	90.00	59.3	33.0	Ventura, California - 87.55 %, Los Angeles, California - 8.76 %, Santa Barbara, California - 3.69 %
Reasonable	64.8	29.2	10.00	6.5	2.9	National
Final Availability (%)			100.00	65.8	35.9	

California State University Channel Islands

Snapshot Date: 10/31/2023

Availability Analysis

Job Group: 4A - Office and Administrative Support

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	86.5	46.1	100.00	86.5	46.1	Ventura, California - 87.55 %, Los Angeles, California - 8.76 %, Santa Barbara, California - 3.69 %
Final Availability (%)			100.00	86.5	46.1	

California State University Channel Islands

Snapshot Date: 10/31/2023

Availability Analysis

Job Group: 5A - Production, Transportation, and Material Moving

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	24.6	66.1	100.00	24.6	66.1	Ventura, California - 87.55 %, Los Angeles, California - 8.76 %, Santa Barbara, California - 3.69 %
Final Availability (%)			100.00	24.6	66.1	

California State University Channel Islands

Snapshot Date: 10/31/2023

Availability Analysis

Job Group: 5B - Natural Resources, Construction, and Maintenance

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	7.6	55.2	75.00	5.7	41.4	Ventura, California - 87.55 %, Los Angeles, California - 8.76 %, Santa Barbara, California - 3.69 %
<u>Internal Factors</u>						
Feeders	10.3	91.2	25.00	2.6	22.8	Feeders
Final Availability (%)			100.00	8.2	64.2	

California State University Channel Islands

Snapshot Date: 10/31/2023

Availability Analysis

Job Group: 5C - Service Occupations - Protective Services

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	13.7	40.6	100.00	13.7	40.6	Ventura, California - 87.55 %, Los Angeles, California - 8.76 %, Santa Barbara, California - 3.69 %
Final Availability (%)			100.00	13.7	40.6	

California State University Channel Islands

Snapshot Date: 10/31/2023

Availability Analysis

Job Group: 5D - Service Occupations - Personal Care and Service

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	64.2	37.8	100.00	64.2	37.8	Ventura, California - 87.55 %, Los Angeles, California - 8.76 %, Santa Barbara, California - 3.69 %
Final Availability (%)			100.00	64.2	37.8	

California State University Channel Islands

Snapshot Date: 10/31/2023

Availability Analysis

Job Group: 5E - Service Occupations - Building, Grounds, Cleaning, and Maintenance

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	38.5	86.4	90.00	34.7	77.8	Ventura, California - 87.55 %, Los Angeles, California - 8.76 %, Santa Barbara, California - 3.69 %
<u>Internal Factors</u>						
Feeders	0.0	87.5	10.00	0.0	8.8	Feeders
Final Availability (%)			100.00	34.7	86.5	

California State University Channel Islands

Snapshot Date: 10/31/2023

Internal Availability

AAP: California State University Channel Islands

Job Group: 1A - Executive/Admin/Managerial

Plan	Feeder	Wght (%)	Raw (%)										Weighted (%)									
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+		
California State University	2A - Faculty (Instrctn/Rsrc)	25.00	58.8	37.4	62.6	1.5	20.6	10.9	0.8	0.0	3.6	14.7	9.4	15.6	0.4	5.2	2.7	0.2	0.0	0.9		
California State University	3B - Business and Finan	25.00	85.4	55.2	44.8	3.1	38.5	8.3	1.0	0.0	4.2	21.4	13.8	11.2	0.8	9.6	2.1	0.3	0.0	1.0		
California State University	3F - Computer, Engineer	25.00	31.6	57.9	42.1	2.6	36.8	15.8	0.0	0.0	2.6	7.9	14.5	10.5	0.7	9.2	3.9	0.0	0.0	0.7		
California State University	4A - Office and Administra	25.00	79.7	73.9	26.1	2.9	62.3	5.8	0.0	0.0	2.9	19.9	18.5	6.5	0.7	15.6	1.4	0.0	0.0	0.7		
Total:		100.00										63.9	56.1	43.9	2.5	39.6	10.2	0.5	0.0	3.3		

California State University Channel Islands

Snapshot Date: 10/31/2023

Internal Availability

AAP: California State University Channel Islands

Job Group: 3A - Business and Financial Operations-Finance Specialist

Plan	Feeder	Wght (%)	Raw (%)										Weighted (%)									
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+		
California State University	3B - Business and Finan	100.00	85.4	55.2	44.8	3.1	38.5	8.3	1.0	0.0	4.2	85.4	55.2	44.8	3.1	38.5	8.3	1.0	0.0	4.2		
Total:		100.00										85.4	55.2	44.8	3.1	38.5	8.3	1.0	0.0	4.2		

California State University Channel Islands

Snapshot Date: 10/31/2023

Internal Availability

AAP: California State University Channel Islands

Job Group: 3B - Business and Financial Operations-Business Specialist

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
California State University	3H - Other Education Ser	10.00	55.0	55.0	45.0	15.0	10.0	15.0	0.0	0.0	15.0	5.5	5.5	4.5	1.5	1.0	1.5	0.0	0.0	1.5
California State University	4A - Office and Administra	90.00	79.7	73.9	26.1	2.9	62.3	5.8	0.0	0.0	2.9	71.7	66.5	23.5	2.6	56.1	5.2	0.0	0.0	2.6
Total:		100.00										77.2	72.0	28.0	4.1	57.1	6.7	0.0	0.0	4.1

California State University Channel Islands

Snapshot Date: 10/31/2023

Internal Availability

AAP: California State University Channel Islands

Job Group: 3D - Community, Social Service, Legal, Design, Entertainment, Sports, and Media - D

Plan	Feeder	Wght (%)	Raw (%)										Weighted (%)									
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+		
California State University	3B - Business and Finan	33.00	85.4	55.2	44.8	3.1	38.5	8.3	1.0	0.0	4.2	28.2	18.2	14.8	1.0	12.7	2.7	0.3	0.0	1.4		
California State University	4A - Office and Administra	67.00	79.7	73.9	26.1	2.9	62.3	5.8	0.0	0.0	2.9	53.4	49.5	17.5	1.9	41.8	3.9	0.0	0.0	1.9		
Total:		100.00										81.6	67.7	32.3	3.0	54.5	6.6	0.3	0.0	3.3		

California State University Channel Islands

Snapshot Date: 10/31/2023

Internal Availability

AAP: California State University Channel Islands

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

Plan	Feeder	Wght (%)	Raw (%)										Weighted (%)									
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+		
California State University	3B - Business and Finan	33.00	85.4	55.2	44.8	3.1	38.5	8.3	1.0	0.0	4.2	28.2	18.2	14.8	1.0	12.7	2.7	0.3	0.0	1.4		
California State University	3G - Librarians, Curators	67.00	63.2	36.8	63.2	0.0	21.1	0.0	0.0	0.0	15.8	42.3	24.7	42.3	0.0	14.1	0.0	0.0	0.0	10.6		
Total:		100.00										70.5	42.9	57.1	1.0	26.8	2.7	0.3	0.0	12.0		

California State University Channel Islands

Snapshot Date: 10/31/2023

Internal Availability

AAP: California State University Channel Islands

Job Group: 3G - Librarians, Curators, and Archivists

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
California State University	4A - Office and Administra	100.00	79.7	73.9	26.1	2.9	62.3	5.8	0.0	0.0	2.9	79.7	73.9	26.1	2.9	62.3	5.8	0.0	0.0	2.9
Total:		100.00										79.7	73.9	26.1	2.9	62.3	5.8	0.0	0.0	2.9

California State University Channel Islands

Snapshot Date: 10/31/2023

Internal Availability

AAP: California State University Channel Islands

Job Group: 5B - Natural Resources, Construction, and Maintenance

Plan	Feeder	Wght (%)	Raw (%)										Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+	
California State University	5A - Production, Transpo	50.00	0.0	87.5	12.5	0.0	87.5	0.0	0.0	0.0	0.0	0.0	0.0	43.8	6.3	0.0	43.8	0.0	0.0	0.0	0.0
California State University	5E - Service Occupations	50.00	20.5	94.9	5.1	5.1	66.7	15.4	0.0	2.6	5.1	10.3	47.4	2.6	2.6	33.3	7.7	0.0	1.3	2.6	
Total:		100.00										10.3	91.2	8.8	2.6	77.1	7.7	0.0	1.3	2.6	

California State University Channel Islands

Snapshot Date: 10/31/2023

Internal Availability

AAP: California State University Channel Islands

Job Group: 5E - Service Occupations - Building, Grounds, Cleaning, and Maintenance

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
California State University	5A - Production, Transpo	100.00	0.0	87.5	12.5	0.0	87.5	0.0	0.0	0.0	0.0	0.0	87.5	12.5	0.0	87.5	0.0	0.0	0.0	0.0
Total:		100.00										0.0	87.5	12.5	0.0	87.5	0.0	0.0	0.0	0.0

California State University Channel Islands

Snapshot Date: 10/31/2023

Comparison of Incumbency to Availability and Placement Goals

Job Group: 1A - Executive/Admin/Managerial

Test: 80% Rule with Whole Person

Total Employees: 117

Total		
	FEMALE	MINORITY
Employees (#)	74	55
Employees (%)	63.2	47.0
Availability (%) Goal	64.7	39.2
Test: 80% Rule with Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

California State University Channel Islands

Snapshot Date: 10/31/2023

Comparison of Incumbency to Availability and Placement Goals

Job Group: 2A - Faculty (Instrctn/Rsrch/PubSvc)
Test: 80% Rule with Whole Person
Total Employees: 393

Total		
	FEMALE	MINORITY
Employees (#)	231	147
Employees (%)	58.8	37.4
Availability (%) Goal	45.7	24.2
Test: 80% Rule with Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

California State University Channel Islands

Snapshot Date: 10/31/2023

Comparison of Incumbency to Availability and Placement Goals

Job Group: 3A - Business and Financial Operations-Finance Specialist

Test: 80% Rule with Whole Person

Total Employees: 10

Total

	FEMALE	MINORITY
Employees (#)	10	6
Employees (%)	100.0	60.0
Availability (%) Goal	74.8	48.0
Test: 80% Rule with Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

California State University Channel Islands

Snapshot Date: 10/31/2023

Comparison of Incumbency to Availability and Placement Goals

Job Group: 3B - Business and Financial Operations-Business Specialist
Test: 80% Rule with Whole Person
Total Employees: 96

Total		
	FEMALE	MINORITY
Employees (#)	82	53
Employees (%)	85.4	55.2
Availability (%) Goal	54.1	47.4
Test: 80% Rule with Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

California State University Channel Islands

Snapshot Date: 10/31/2023

Comparison of Incumbency to Availability and Placement Goals

Job Group: 3C - Community, Social Service, Legal, Design, Entertainment, Sports, and Media - C

Test: 80% Rule with Whole Person

Total Employees: 6

Total		
	FEMALE	MINORITY
Employees (#)	2	4
Employees (%)	33.3	66.7
Availability (%) Goal	37.4	37.6
Test: 80% Rule with Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

California State University Channel Islands

Snapshot Date: 10/31/2023

Comparison of Incumbency to Availability and Placement Goals

Job Group: 3D - Community, Social Service, Legal, Design, Entertainment, Sports, and Media - D
Test: 80% Rule with Whole Person
Total Employees: 62

Total		
	FEMALE	MINORITY
Employees (#)	47	51
Employees (%)	75.8	82.3
Availability (%) Goal	76.9	57.0
Test: 80% Rule with Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

California State University Channel Islands

Snapshot Date: 10/31/2023

Comparison of Incumbency to Availability and Placement Goals

Job Group: 3E - Community, Social Service, Legal, Design, Entertainment, Sports, and Media - E
Test: 80% Rule with Whole Person
Total Employees: 1

Total		
	FEMALE	MINORITY
Employees (#)	1	0
Employees (%)	100.0	0.0
Availability (%) Goal	75.7	55.3
Test: 80% Rule with Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

California State University Channel Islands

Snapshot Date: 10/31/2023

Comparison of Incumbency to Availability and Placement Goals

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

Test: 80% Rule with Whole Person

Total Employees: 38

Total		
	FEMALE	MINORITY
Employees (#)	12	22
Employees (%)	31.6	57.9
Availability (%) Goal	42.5	46.7
Test: 80% Rule with Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

California State University Channel Islands

Snapshot Date: 10/31/2023

Comparison of Incumbency to Availability and Placement Goals

Job Group: 3G - Librarians, Curators, and Archivists

Test: 80% Rule with Whole Person

Total Employees: 19

Total		
	FEMALE	MINORITY
Employees (#)	12	7
Employees (%)	63.2	36.8
Availability (%) Goal	74.5	46.9
Test: 80% Rule with Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

California State University Channel Islands

Snapshot Date: 10/31/2023

Comparison of Incumbency to Availability and Placement Goals

Job Group: 3H - Other Education Services
Test: 80% Rule with Whole Person
Total Employees: 20

Total		
	FEMALE	MINORITY
Employees (#)	11	11
Employees (%)	55.0	55.0
Availability (%) Goal	65.8	35.9
Test: 80% Rule with Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

California State University Channel Islands

Snapshot Date: 10/31/2023

Comparison of Incumbency to Availability and Placement Goals

Job Group: 4A - Office and Administrative Support
Test: 80% Rule with Whole Person
Total Employees: 69

Total		
	FEMALE	MINORITY
Employees (#)	55	51
Employees (%)	79.7	73.9
Availability (%) Goal	86.5	46.1
Test: 80% Rule with Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

California State University Channel Islands

Snapshot Date: 10/31/2023

Comparison of Incumbency to Availability and Placement Goals

Job Group: 5A - Production, Transportation, and Material Moving
Test: 80% Rule with Whole Person
Total Employees: 8

Total		
	FEMALE	MINORITY
Employees (#)	0	7
Employees (%)	0.0	87.5
Availability (%) Goal	24.6	66.1
Test: 80% Rule with Whole Person	YES	NO
Add'l Needed to Eliminate Problem Area (#)	1	0

California State University Channel Islands

Snapshot Date: 10/31/2023

Comparison of Incumbency to Availability and Placement Goals

Job Group: 5B - Natural Resources, Construction, and Maintenance

Test: 80% Rule with Whole Person

Total Employees: 30

Total		
	FEMALE	MINORITY
Employees (#)	1	19
Employees (%)	3.3	63.3
Availability (%) Goal	8.2	64.2
Test: 80% Rule with Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

California State University Channel Islands

Snapshot Date: 10/31/2023

Comparison of Incumbency to Availability and Placement Goals

Job Group: 5C - Service Occupations - Protective Services

Test: 80% Rule with Whole Person

Total Employees: 11

Total		
	FEMALE	MINORITY
Employees (#)	3	7
Employees (%)	27.3	63.6
Availability (%) Goal	13.7	40.6
Test: 80% Rule with Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

California State University Channel Islands

Snapshot Date: 10/31/2023

Comparison of Incumbency to Availability and Placement Goals

Job Group: 5D - Service Occupations - Personal Care and Service

Test: 80% Rule with Whole Person

Total Employees: 3

Total		
	FEMALE	MINORITY
Employees (#)	2	3
Employees (%)	66.7	100.0
Availability (%) Goal	64.2	37.8
Test: 80% Rule with Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

California State University Channel Islands

Snapshot Date: 10/31/2023

Comparison of Incumbency to Availability and Placement Goals

Job Group: 5E - Service Occupations - Building, Grounds, Cleaning, and Maintenance

Test: 80% Rule with Whole Person

Total Employees: 39

Total		
	FEMALE	MINORITY
Employees (#)	8	37
Employees (%)	20.5	94.9
Availability (%) Goal	34.7	86.5
Test: 80% Rule with Whole Person	YES	NO
Add'l Needed to Eliminate Problem Area (#)	2	0

California State University Channel Islands

Snapshot Date: 10/31/2023

Personnel Transactions Summary

Job Group: 1A - Executive/Admin/Managerial

Transaction Dates: 11/01/2022 To 10/31/2023

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	9	3	0	12	3	4	7	0	2	2	3	5	8
Afr. Amer.	0	1	0	1	0	0	0	1	0	1	1	0	1
Hispanic	2	1	0	3	2	3	5	0	0	0	1	2	3
Asian	0	1	0	1	0	0	0	3	0	3	0	1	1
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	3	0	0	3	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	4	4									
Total	14	6	4	24	5	7	12	4	2	6	5	8	13
Total Minority	5	3	0	8	2	3	5	4	0	4	2	3	5

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	1	6	7	1	2	3
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	3	3	0	2	2
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	1	1	0	0	0
Total	0	0	0	1	10	11	1	4	5
Total Minority	0	0	0	0	4	4	0	2	2

California State University Channel Islands

Snapshot Date: 10/31/2023

Personnel Transactions Summary

Job Group: 2A - Faculty (Instrctn/Rsrch/PubSvc)

Transaction Dates: 11/01/2022 To 10/31/2023

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	29	31	0	60	137	257	394	4	7	11	121	206	327
Afr. Amer.	3	3	0	6	3	14	17	0	0	0	4	17	21
Hispanic	4	3	2	9	67	73	140	1	1	2	56	70	126
Asian	16	8	1	25	32	47	79	1	1	2	23	46	69
Nat. Amer.	0	0	0	0	0	2	2	0	0	0	0	2	2
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	7	9	0	16	10	9	19	0	0	0	11	5	16
Unknown (Race)	1	3	3	7									
Total	60	57	6	123	249	402	651	6	9	15	215	346	561
Total Minority	30	23	3	56	112	145	257	2	2	4	94	140	234

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	11	14	25
Afr. Amer.	0	0	0	0	0	0	0	2	2
Hispanic	0	0	0	0	0	0	3	3	6
Asian	0	0	0	0	0	0	0	2	2
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	1	1
Total	0	0	0	0	0	0	14	22	36
Total Minority	0	0	0	0	0	0	3	8	11

California State University Channel Islands

Snapshot Date: 10/31/2023

Personnel Transactions Summary

Job Group: 3A - Business and Financial Operations-Finance Specialist

Transaction Dates: 11/01/2022 To 10/31/2023

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

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

California State University Channel Islands

Snapshot Date: 10/31/2023

Personnel Transactions Summary

Job Group: 3B - Business and Financial Operations-Business Specialist

Transaction Dates: 11/01/2022 To 10/31/2023

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	1	4	1	6	1	6	7	1	0	1	5	3	8
Afr. Amer.	0	0	0	0	0	1	1	0	0	0	0	0	0
Hispanic	0	1	0	1	2	14	16	0	0	0	0	1	1
Asian	0	0	0	0	0	2	2	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	1	1	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	1	4	0	5	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	2	9	1	12	3	24	27	1	0	1	5	4	9
Total Minority	1	5	0	6	2	18	20	0	0	0	0	1	1

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

California State University Channel Islands

Snapshot Date: 10/31/2023

Personnel Transactions Summary

Job Group: 3C - Community, Social Service, Legal, Design, Entertainment, Sports, and Media - C

Transaction Dates: 11/01/2022 To 10/31/2023

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

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

California State University Channel Islands

Snapshot Date: 10/31/2023

Personnel Transactions Summary

Job Group: 3D - Community, Social Service, Legal, Design, Entertainment, Sports, and Media - D

Transaction Dates: 11/01/2022 To 10/31/2023

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	1	17	1	19	0	2	2	1	1	2	2	3	5
Afr. Amer.	0	4	0	4	1	0	1	0	0	0	1	1	2
Hispanic	4	5	0	9	7	9	16	0	0	0	2	2	4
Asian	1	0	0	1	0	1	1	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	4	10	0	14	2	1	3	0	0	0	0	0	0
Unknown (Race)	0	0	1	1									
Total	10	36	2	48	10	13	23	1	1	2	5	6	11
Total Minority	9	19	0	28	10	11	21	0	0	0	3	3	6

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

California State University Channel Islands

Snapshot Date: 10/31/2023

Personnel Transactions Summary

Job Group: 3E - Community, Social Service, Legal, Design, Entertainment, Sports, and Media - E

Transaction Dates: 11/01/2022 To 10/31/2023

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

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

California State University Channel Islands

Snapshot Date: 10/31/2023

Personnel Transactions Summary

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

Transaction Dates: 11/01/2022 To 10/31/2023

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	6	1	0	7	1	1	2	0	0	0	1	0	1
Afr. Amer.	2	0	0	2	0	0	0	0	0	0	0	0	0
Hispanic	5	2	0	7	0	2	2	0	0	0	1	0	1
Asian	7	6	0	13	0	1	1	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	7	0	0	7	1	0	1	0	0	0	0	0	0
Unknown (Race)	1	0	3	4									
Total	28	9	3	40	2	4	6	0	0	0	2	0	2
Total Minority	21	8	0	29	1	3	4	0	0	0	1	0	1

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

California State University Channel Islands

Snapshot Date: 10/31/2023

Personnel Transactions Summary

Job Group: 3G - Librarians, Curators, and Archivists

Transaction Dates: 11/01/2022 To 10/31/2023

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

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

California State University Channel Islands

Snapshot Date: 10/31/2023

Personnel Transactions Summary

Job Group: 3H - Other Education Services

Transaction Dates: 11/01/2022 To 10/31/2023

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	1	0	0	1	3	5	8	0	0	0	1	0	1
Afr. Amer.	0	0	0	0	0	2	2	0	0	0	0	1	1
Hispanic	1	0	0	1	2	0	2	0	0	0	1	0	1
Asian	0	0	0	0	1	0	1	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	1	0	1	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	2	1	0	3	6	7	13	0	0	0	2	1	3
Total Minority	1	1	0	2	3	2	5	0	0	0	1	1	2

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

California State University Channel Islands

Snapshot Date: 10/31/2023

Personnel Transactions Summary

Job Group: 4A - Office and Administrative Support

Transaction Dates: 11/01/2022 To 10/31/2023

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	1	5	0	6	1	7	8	0	0	0	1	1	2
Afr. Amer.	0	1	0	1	0	0	0	0	0	0	0	0	0
Hispanic	1	2	0	3	3	16	19	0	0	0	0	4	4
Asian	0	0	0	0	0	1	1	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	4	0	4	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	2	12	0	14	4	24	28	0	0	0	1	5	6
Total Minority	1	7	0	8	3	17	20	0	0	0	0	4	4

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

California State University Channel Islands

Snapshot Date: 10/31/2023

Personnel Transactions Summary

Job Group: 5A - Production, Transportation, and Material Moving

Transaction Dates: 11/01/2022 To 10/31/2023

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

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

California State University Channel Islands

Snapshot Date: 10/31/2023

Personnel Transactions Summary

Job Group: 5B - Natural Resources, Construction, and Maintenance

Transaction Dates: 11/01/2022 To 10/31/2023

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

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

California State University Channel Islands

Snapshot Date: 10/31/2023

Personnel Transactions Summary

Job Group: 5C - Service Occupations - Protective Services

Transaction Dates: 11/01/2022 To 10/31/2023

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

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

California State University Channel Islands

Snapshot Date: 10/31/2023

Personnel Transactions Summary

Job Group: 5D - Service Occupations - Personal Care and Service

Transaction Dates: 11/01/2022 To 10/31/2023

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

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

California State University Channel Islands

Snapshot Date: 10/31/2023

Personnel Transactions Summary

Job Group: 5E - Service Occupations - Building, Grounds, Cleaning, and Maintenance

Transaction Dates: 11/01/2022 To 10/31/2023

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	1	0	1	0	0	0	1	0	1	1	0	1
Afr. Amer.	2	0	0	2	0	1	1	0	0	0	0	0	0
Hispanic	6	0	0	6	1	0	1	0	0	0	0	0	0
Asian	2	0	0	2	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	1	0	1	0	0	0	0	0	0
Two or More	3	1	0	4	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	1	0	1									
Total	13	3	0	16	2	1	3	1	0	1	1	0	1
Total Minority	13	1	0	14	2	1	3	0	0	0	0	0	0

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

California State University Channel Islands
Data Collection Analysis/Hiring Benchmark (Protected Veterans)*

Current Snapshot Date: 10/31/2023

Category	10/31/23
Job Openings	874
Jobs Filled	866
Applicants for all jobs	380
Applicants who self-identified as Protected Veterans	15
Applicants Hired	827
Protected Veterans Hired	14
Hiring Benchmark**	5.4
Overall protected veterans hired (%)	1.7

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

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

California State University Channel Islands
Data Collection Analysis/Utilization Analysis (Disability)*

Current Snapshot Date: 10/31/2023

Category	10/31/23		
Job Openings	874		
Jobs Filled	866		
Applicants for all jobs	380		
Applicants who self-identified as individual(s) with Disability	50		
Applicants Hired	827		
Individual(s) with Disability Hired	46		
Nationwide utilization goal for qualified individuals with disabilities (%)**	7.0		
Total incumbency of individuals with disabilities (%)	4.3		
Job Group	EE #	EE IWD #	EE IWD %
1A - Executive/Admin/Managerial	117	6	5.1
2A - Faculty (Instrctn/Rsrch/PubSvc)	393	15	3.8
3A - Business and Financial Operations-Finance Specialist	10	0	0.0
3B - Business and Financial Operations-Business Specialist	96	7	7.3
3C - Community, Social Service, Legal, Design, Entertainment, Sports, and Media - C	6	N/A	N/A
3D - Community, Social Service, Legal, Design, Entertainment, Sports, and Media - D	62	0	0.0
3E - Community, Social Service, Legal, Design, Entertainment, Sports, and Media - E	1	N/A	N/A
3F - Computer, Engineering, and Science	38	3	7.9
3G - Librarians, Curators, and Archivists	19	1	5.3
3H - Other Education Services	20	2	10.0
4A - Office and Administrative Support	69	5	7.2
5A - Production, Transportation, and Material Moving	8	N/A	N/A

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

** Current utilization goal as established by the OFCCP.

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

California State University Channel Islands
Data Collection Analysis/Utilization Analysis (Disability)*

Current Snapshot Date: 10/31/2023

Category	10/31/23		
Job Openings	874		
Jobs Filled	866		
Applicants for all jobs	380		
Applicants who self-identified as individual(s) with Disability	50		
Applicants Hired	827		
Individual(s) with Disability Hired	46		
Nationwide utilization goal for qualified individuals with disabilities (%)**	7.0		
Total incumbency of individuals with disabilities (%)	4.3		
Job Group	EE #	EE IWD #	EE IWD %
5B - Natural Resources, Construction, and Maintenance	30	0	0.0
5C - Service Occupations - Protective Services	11	0	0.0
5D - Service Occupations - Personal Care and Service	3	N/A	N/A
5E - Service Occupations - Building, Grounds, Cleaning, and Maintenance	39	1	2.6

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

** Current utilization goal as established by the OFCCP.

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