

EXECUTIVE ORDER 11246 AFFIRMATIVE ACTION PLAN (AAP)

for

**CSU Channel Islands
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CSU Channel Islands AAP

July 1, 2016 – June 30, 2017

PART I: AAP FOR MINORITIES AND WOMEN

PART II: AAP FOR PROTECTED VETERANS AND INDIVIDUALS WITH DISABILITIES

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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

CSU 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 Intercultural Services seek to involve students in learning that develops their cultural competence and awareness of diversity issues. The purpose of Student Affairs' Intercultural Services 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. Our community as a whole endeavors 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 University 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 2016 and 2017 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, 2011-2017) 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. Though ACCESO will soon sunset, CI received the PROMESAS (Pathways with Regional Outreach and Mathematics Excellence for Student Achievement in STEM) grant on October 24, 2016, a \$6 million award to continue the work of promoting STEM opportunities at the university and throughout the county.

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 2016, 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. In addition,

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 period,

- AAP implementation period: July 1, 2016 – June 30, 2017
- Transaction period: July 1, 2015 – June 30, 2016

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

July 1, 2016 – June 30, 2017

PART I

AAP FOR MINORITIES AND WOMEN

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PART I: AAP FOR MINORITIES AND WOMEN

CHAPTER 1: ORGANIZATIONAL PROFILE

41 C.F.R. § 60-2.11

Workforce Analysis/Lines of Progression

CSU 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 June 30, 2016.

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 categories. While there are usually two or more job groups within each EEO-1 or EEO-6 category, for smaller contractors some, or all, of their job groups may correspond to EEO categories.

CSU 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 June 30, 2016.

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 2010 Census of Population.
 - 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 June 30, 2016 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, the Senior Director of Human Resources, and 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, the Senior Director of 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 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 Senior Director of 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.

Senior Director of Human Resources

The Senior Director of Human Resources, 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 Senior Director of 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 Senior 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, Senior Director of 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 group.

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:

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

JULY 1, 2016 – JUNE 30, 2017

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. 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. CSU Channel Islands' EEO policy and affirmative action obligations include the full support from President Erika D. Beck.

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)

Erika D. Beck
President

July 1, 2016

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:

Laurie Nichols
Senior Director of Human Resources
(805) 437-8423
Laurie.nichols@csuci.edu; or

Campus ADA Coordinator:
Brittany Grice
Title IX & Inclusion Officer
(805) 437-3608

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 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 Senior Director of Human Resources and the Title IX & Inclusion Officer. 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 Title IX & Inclusion Officer and Senior Director of 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, Provost, Senior Director of Human Resources, and 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 maintains oversight and responsibility for faculty and Librarian 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 Senior Director of Human Resources and the Title IX & Inclusion Officer.
- 6) Ensuring that relevant staff 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).

Senior Director of Human Resources

The Senior Director of Human Resources, in collaboration with the Title IX & Inclusion Officer is responsible for ensuring that the directives of the President and Vice President for Business and Financial Affairs are implemented. The Senior Director of 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, Vice President for Business and Financial Affairs and Provost 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, Provost, Senior Director of 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, Senior Director of Human Resources and Title IX & Inclusion Officer 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 6.9% 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 6.9% 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: 06/30/2016

Workforce Analysis

Organizational Unit: Academic Planning

				Total		Total							
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
3082	SSP II	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
1038	Admin Analyst/Spclst 12 Mo	2	1	Male	0	0	0	0	0	0	0	0	
				Female	2	1	0	1	0	0	0	0	
3086	SSP IV	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		4	1	Male #	1	1	0	0	0	0	0	0	
Grand Total %			25.0	Male %	25.0	25.0	0.0	0.0	0.0	0.0	0.00	0.00	
				Female #	3	2	0	1	0	0	0	0	
				Female%	75.0	50.0	0.0	25.0	0.0	0.0	0.00	0.0	

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: Academic Resources

				Total		Total							
Job Code	JobTitle	EMP	MIN	EMP		W	AA	H	A	NA	PI	2+	
1038	Admin Analyst/Spclst 12 Mo	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
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 #		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	0.00	0.00	
				Female #	2	1	0	1	0	0	0	0	
				Female%	100.0	50.0	0.0	50.0	0.0	0.0	0.00	0.0	

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: Academic Support

				Total		Total						
Job Code	JobTitle	EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo	1	0	Male	1	1	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	0.00	0.00	
				Female #	0	0	0	0	0	0	0	
				Female%	0.0	0.0	0.0	0.0	0.0	0.00	0.0	

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: ACCESO

				Total		Total							
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
3084	SSP III	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
3089	SSP IV 10 Mo	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
1038	Admin Analyst/Spclst 12 Mo	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
3318	Administrator I	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		4	2	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	0.00	0.00	
				Female #	4	2	0	2	0	0	0	0	
				Female%	100.0	50.0	0.0	50.0	0.0	0.0	0.00	0.0	

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: ACR - Campus Recreation

				Total		Total							
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
3086	SSP IV	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	0.00	0.00	
					Female #	0	0	0	0	0	0	0	
					Female%	0.0	0.0	0.0	0.0	0.0	0.00	0.0	

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: Administrative Services

				Total		Total						
Job Code	JobTitle	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	0.00	0.00
				Female #	0	0	0	0	0	0	0	0
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.00	0.0

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: Admissions and Recruitment

				Total		Total							
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
3079	SSP I	4	3	Male	1	0	0	1	0	0	0	0	
				Female	3	1	0	2	0	0	0	0	
1032	Admin Support Assistant 12 Mo	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
3082	SSP II	3	3	Male	0	0	0	0	0	0	0	0	
				Female	3	0	0	3	0	0	0	0	
3084	SSP III	2	1	Male	1	1	0	0	0	0	0	0	
				Female	1	0	0	0	0	1	0	0	
3086	SSP 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	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		12	7	Male #	3	2	0	1	0	0	0	0	
Grand Total %			58.3	Male %	25.0	16.7	0.0	8.3	0.0	0.0	0.00	0.00	
				Female #	9	3	0	5	0	1	0	0	
				Female%	75.0	25.0	0.0	41.7	0.0	8.3	0.00	0.0	

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: Advising

				Total		Total						
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1038	Admin Analyst/Spclst 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3082	SSP II	3	2	Male	0	0	0	0	0	0	0	0
				Female	3	1	0	1	0	0	1	0
3084	SSP III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3086	SSP IV	2	1	Male	1	1	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 #		8	4	Male #	2	1	0	1	0	0	0	0
Grand Total %			50.0	Male %	25.0	12.5	0.0	12.5	0.0	0.0	0.00	0.00
				Female #	6	3	0	2	0	0	1	0
				Female%	75.0	37.5	0.0	25.0	0.0	0.0	12.50	0.0

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: ALAS

				Total		Total						
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
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	0.00	0.00
				Female #	1	0	0	1	0	0	0	0
				Female%	100.0	0.0	0.0	100.0	0.0	0.0	0.00	0.0

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: Anthropology

				Total		Total						
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
2358	Lecturer AY	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2360	Instr Fac AY	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
Grand Total #		3	1	Male #	1	0	0	1	0	0	0	0
Grand Total %			33.3	Male %	33.3	0.0	0.0	33.3	0.0	0.0	0.00	0.00
				Female #	2	2	0	0	0	0	0	0
				Female%	66.7	66.7	0.0	0.0	0.0	0.0	0.00	0.0

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: AOT - Educational Access Ctr

				Total		Total							
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
3082	SSP II	1	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	
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	0.00	0.00	
				Female #	3	1	0	2	0	0	0	0	
				Female%	100.0	33.3	0.0	66.7	0.0	0.0	0.00	0.0	

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: AOT - EOP

				Total		Total							
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
3079	SSP I	2	2	Male	1	0	0	1	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
3082	SSP II	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
3086	SSP IV	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		4	3	Male #	1	0	0	1	0	0	0	0	
Grand Total %			75.0	Male %	25.0	0.0	0.0	25.0	0.0	0.0	0.00	0.00	
				Female #	3	1	0	2	0	0	0	0	
				Female%	75.0	25.0	0.0	50.0	0.0	0.0	0.00	0.0	

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: AOT - Multicultural Affairs

				Total		Total							
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
3084	SSP III	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	0	
Grand Total #			1	1	Male #	0	0	0	0	0	0	0	
Grand Total %				100.0	Male %	0.0	0.0	0.0	0.0	0.0	0.00	0.00	
					Female #	1	0	0	1	0	0	0	
					Female%	100.0	0.0	0.0	0.0	100.0	0.00	0.00	

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: AOT - NSOTP

				Total		Total							
Job Code	JobTitle	EMP	MIN	EMP		W	AA	H	A	NA	PI	2+	
3084	SSP III	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	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 #		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	0.00	0.00	
				Female #	2	1	0	1	0	0	0	0	
				Female%	100.0	50.0	0.0	50.0	0.0	0.0	0.00	0.0	

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: AOT-CI Outreach Programs

				Total		Total						
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
3084	SSP III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	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	0.00	0.00
				Female #	1	0	0	1	0	0	0	0
				Female%	100.0	0.0	0.0	100.0	0.0	0.0	0.00	0.0

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: Art

				Total		Total							
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1615	Instructional Support Tech I	1	1	Male	1	0	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0		
1579	Instructional Support Asst III	1	1	Male	1	0	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0		
2358	Lecturer AY	18	7	Male	5	3	1	1	0	0	0	0	
				Female	13	8	0	2	1	1	1	0	
2360	Instr Fac AY	4	1	Male	1	1	0	0	0	0	0	0	
				Female	3	2	0	1	0	0	0	0	
Grand Total #		24	10	Male #	8	4	2	1	1	0	0	0	
Grand Total %			41.7	Male %	33.3	16.7	8.3	4.2	4.2	0.0	0.00	0.00	
				Female #	16	10	0	3	1	1	1	0	
				Female%	66.7	41.7	0.0	12.5	4.2	4.2	4.17	0.0	

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: Arts & Sciences

				Total		Total						
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3084	SSP III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3318	Administrator I	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3312	Administrator II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	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 #		6	3	Male #	1	1	0	0	0	0	0	0
Grand Total %			50.0	Male %	16.7	16.7	0.0	0.0	0.0	0.0	0.00	0.00
				Female #	5	2	0	3	0	0	0	0
				Female%	83.3	33.3	0.0	50.0	0.0	0.0	0.00	0.0

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: Arts & Sciences Support

		Total		Total								
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1038	Admin Analyst/Spclst 12 Mo	6	4	Male	0	0	0	0	0	0	0	0
				Female	6	2	0	4	0	0	0	0
Grand Total #		6	4	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	0.00	0.00
				Female #	6	2	0	4	0	0	0	0
				Female%	100.0	33.3	0.0	66.7	0.0	0.0	0.00	0.0

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: ASI

				Total		Total						
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
2010	Custodian	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
Grand Total %				100.0	Male %	100.0	0.0	0.0	100.0	0.0	0.0	0.00
					Female #	0	0	0	0	0	0	0
					Female%	0.0	0.0	0.0	0.0	0.0	0.00	0.0

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: Assessment and Strategic Ops

				Total		Total							
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
820	Graphic Designer 12 Mo	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	0	
1038	Admin Analyst/Spclst 12 Mo	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
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	0.00	0.00	
				Female #	2	1	0	0	1	0	0	0	
				Female%	100.0	50.0	0.0	0.0	50.0	0.0	0.00	0.0	

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: AVP - Business

		Total		Total								
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
1038	Admin Analyst/Spclst 12 Mo	1	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	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	0.00	0.00
				Female #	2	1	0	0	1	0	0	0
				Female%	66.7	33.3	0.0	0.0	33.3	0.0	0.00	0.0

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: AVP ASO Office

				Total		Total							
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo	2	1	Male	0	0	0	0	0	0	0	0	
				Female	2	1	0	1	0	0	0	0	
1038	Admin Analyst/Spclst 12 Mo	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	0	1	0	0	0	
3306	Administrator III	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		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	0.00	0.00	
				Female #	5	3	0	1	1	0	0	0	
				Female%	100.0	60.0	0.0	20.0	20.0	0.0	0.00	0.0	

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: AVP,Operations,Planning & Cons

				Total		Total						
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1038	Admin Analyst/Spclst 12 Mo	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	1	1	0	0	0
Grand Total #		2	2	Male #	0	0	0	0	0	0	0	0
Grand Total %			100.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.00	0.00
				Female #	2	0	0	1	1	0	0	0
				Female%	100.0	0.0	0.0	50.0	50.0	0.0	0.00	0.0

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: Biology/Natural Sciences

				Total		Total							
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1615	Instructional Support Tech I	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	0	0	0	1	
2358	Lecturer AY	13	3	Male	6	5	0	0	1	0	0	0	
				Female	7	5	0	1	1	0	0	0	
1617	Instructional Support Tech II	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
1619	Instructional Support Tech III	2	1	Male	1	1	0	0	0	0	0	0	
				Female	1	0	1	0	0	0	0	0	
2360	Instr Fac AY	5	3	Male	3	2	0	1	0	0	0	0	
				Female	2	0	0	1	1	0	0	0	
2482	Dept Chair AY	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		23	8	Male #	10	8	0	1	1	0	0	0	
Grand Total %			34.8	Male %	43.5	34.8	0.0	4.3	4.3	0.0	0.00	0.00	
				Female #	13	7	1	2	2	0	0	1	
				Female%	56.5	30.4	4.3	8.7	8.7	0.0	0.00	4.3	

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: BS Business SB

		Total		Total								
Job Code	JobTitle	EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	Admin Analyst/Spclst 12 Mo	1	0	Male	0	0	0	0	0	0	0	
				Female	1	1	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	0.00	0.00	
				Female #	1	1	0	0	0	0	0	
				Female%	100.0	100.0	0.0	0.0	0.0	0.00	0.0	

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: BSN Cottage

				Total		Total						
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1032	Admin Support Assistant 12 Mo	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #			1	1	Male #	1	0	0	0	1	0	0
Grand Total %				100.0	Male %	100.0	0.0	0.0	0.0	100.0	0.0	0.00
					Female #	0	0	0	0	0	0	0
					Female%	0.0	0.0	0.0	0.0	0.0	0.00	0.0

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: Business

				Total		Total							
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2358	Lecturer AY	11	1	Male	7	6	0	0	0	1	0	0	
				Female	4	4	0	0	0	0	0	0	
1038	Admin Analyst/Spclst 12 Mo	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
2360	Instr Fac AY	4	3	Male	2	0	0	1	1	0	0	0	
				Female	2	1	0	0	1	0	0	0	
2482	Dept Chair AY	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
2359	Lecturer 12 Mo	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		18	5	Male #	11	7	0	2	1	1	0	0	
Grand Total %			27.8	Male %	61.1	38.9	0.0	11.1	5.6	5.6	0.00	0.00	
				Female #	7	6	0	0	1	0	0	0	
				Female%	38.9	33.3	0.0	0.0	5.6	0.0	0.00	0.0	

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: Capital Projects

				Total		Total						
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1038	Admin Analyst/Spclst 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3318	Administrator I	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	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 #		6	0	Male #	5	5	0	0	0	0	0	0
Grand Total %			0.0	Male %	83.3	83.3	0.0	0.0	0.0	0.0	0.00	0.00
				Female #	1	1	0	0	0	0	0	0
				Female%	16.7	16.7	0.0	0.0	0.0	0.0	0.00	0.0

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: Channel Islands Boating Center

				Total		Total							
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
3086	SSP IV	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	0.00	0.00	
				Female #	0	0	0	0	0	0	0	0	
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.00	0.0	

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: Chemistry

Job Code	JobTitle	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1615	Instructional Support Tech I	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2358	Lecturer AY	14	6	Male	7	4	0	0	1	0	1	1
				Female	7	4	1	1	0	0	1	0
1617	Instructional Support Tech II	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
2360	Instr Fac AY	3	1	Male	3	2	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2482	Dept Chair AY	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		20	8	Male #	13	8	0	1	2	0	1	1
Grand Total %			40.0	Male %	65.0	40.0	0.0	5.0	10.0	0.0	5.00	5.00
				Female #	7	4	1	1	0	0	1	0
				Female%	35.0	20.0	5.0	5.0	0.0	0.0	5.00	0.0

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: Chicano Studies

				Total		Total							
Job Code	JobTitle	EMP	MIN	EMP		W	AA	H	A	NA	PI	2+	
2358	Lecturer AY	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
2360	Instr Fac AY	2	2	Male	1	0	0	1	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	0.00	0.00	
				Female #	2	0	0	2	0	0	0	0	
				Female%	66.7	0.0	0.0	66.7	0.0	0.0	0.00	0.0	

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: CI - Cooperative Research Stn.

		Total		Total								
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	1	1	Male	1	0	0	0	0	0	1	0
				Female	0	0	0	0	0	0	0	0
3312	Administrator II	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		3	1	Male #	2	1	0	0	0	0	1	0
Grand Total %			33.3	Male %	66.7	33.3	0.0	0.0	0.0	0.0	33.33	0.00
				Female #	1	1	0	0	0	0	0	0
				Female%	33.3	33.3	0.0	0.0	0.0	0.0	0.00	0.0

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: Collaborative Online Doctoral

				Total		Total						
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
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	0.00	0.00
				Female #	1	0	0	1	0	0	0	0
				Female%	100.0	0.0	0.0	100.0	0.0	0.0	0.00	0.0

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: Communication

				Total		Total						
Job Code	JobTitle	EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2358	Lecturer AY	12	4	Male	5	2	1	1	1	0	0	0
				Female	7	6	0	0	0	0	1	0
2360	Instr Fac AY	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2482	Dept Chair AY	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		15	4	Male #	6	3	1	1	1	0	0	0
Grand Total %			26.7	Male %	40.0	20.0	6.7	6.7	6.7	0.0	0.00	0.00
				Female #	9	8	0	0	0	0	1	0
				Female%	60.0	53.3	0.0	0.0	0.0	0.0	6.67	0.0

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: Communication & Marketing

Job Code	JobTitle	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
810	Media Prod Spec 12 Mo	2	2	Male	1	0	1	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
800	Pub Affairs/Comm Spec 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
420	Info Tech Consultant 12 Mo	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3312	Administrator II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1
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	4	Male #	2	1	1	0	0	0	0	0
Grand Total %			66.7	Male %	33.3	16.7	16.7	0.0	0.0	0.0	0.00	0.00
				Female #	4	1	1	1	0	0	0	1
				Female%	66.7	16.7	16.7	16.7	0.0	0.0	0.00	16.7

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: Computer Science

				Total		Total							
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2358	Lecturer AY	10	3	Male	7	5	0	1	1	0	0	0	
				Female	3	2	0	0	1	0	0	0	
2360	Instr Fac AY	4	0	Male	4	4	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
2482	Dept Chair AY	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		15	3	Male #	12	10	0	1	1	0	0	0	
Grand Total %			20.0	Male %	80.0	66.7	0.0	6.7	6.7	0.0	0.00	0.00	
				Female #	3	2	0	0	1	0	0	0	
				Female%	20.0	13.3	0.0	0.0	6.7	0.0	0.00	0.0	

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: Conference & Events Office

				Total		Total						
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
6223	Laborer	2	2	Male	2	0	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1035	Admin Support Coord 12 Mo	2	2	Male	1	0	0	1	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	0	1	0	0	0	0
3318	Administrator I	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3312	Administrator II	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		9	6	Male #	4	0	0	4	0	0	0	0
Grand Total %			66.7	Male %	44.4	0.0	0.0	44.4	0.0	0.0	0.00	0.00
				Female #	5	3	0	2	0	0	0	0
				Female%	55.6	33.3	0.0	22.2	0.0	0.0	0.00	0.0

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: Continuous Improvement

				Total		Total						
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1038	Admin Analyst/Spclst 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
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	0.00	0.00
				Female #	1	1	0	0	0	0	0	0
				Female%	100.0	100.0	0.0	0.0	0.0	0.0	0.00	0.0

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: CR-Recreation Administration

				Total		Total							
Job Code	JobTitle	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	0.00	0.00	
					Female #	0	0	0	0	0	0	0	
					Female%	0.0	0.0	0.0	0.0	0.0	0.00	0.0	

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: Credential

				Total		Total							
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
3082	SSP II	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
3084	SSP III	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
Grand Total #		3	3	Male #	0	0	0	0	0	0	0	0	
Grand Total %			100.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.00	0.00	
				Female #	3	0	0	3	0	0	0	0	
				Female%	100.0	0.0	0.0	100.0	0.0	0.0	0.00	0.0	

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: Ctr for Community Engagement

				Total		Total						
Job Code	JobTitle	EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3312	Administrator II	1	1	Male	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	
Grand Total %			100.0	Male %	0.0	0.0	0.0	0.0	0.0	0.00	0.00	
				Female #	1	0	0	1	0	0	0	
				Female%	100.0	0.0	0.0	100.0	0.0	0.00	0.00	

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: Dean of Enrollment Services

				Total		Total						
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1038	Admin Analyst/Spclst 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3306	Administrator III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	1	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	0.00	0.00
				Female #	2	0	0	1	0	0	1	0
				Female%	100.0	0.0	0.0	50.0	0.0	0.0	50.00	0.0

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: Dean of Student Life

		Total		Total								
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	1	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 #		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	0.00	0.00
				Female #	2	2	0	0	0	0	0	0
				Female%	66.7	66.7	0.0	0.0	0.0	0.0	0.00	0.0

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: Deferred Maintenance

				Total		Total						
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
6251	Facilities Worker II	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
Grand Total %				100.0	Male %	100.0	0.0	0.0	100.0	0.0	0.0	0.00
					Female #	0	0	0	0	0	0	0
					Female%	0.0	0.0	0.0	0.0	0.0	0.00	0.0

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: DSA Staff Recogn./Spec. Projec

				Total		Total						
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1176	Cnfdntl Admin Support 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
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	0.00	0.00
				Female #	1	0	0	1	0	0	0	0
				Female%	100.0	0.0	0.0	100.0	0.0	0.0	0.00	0.0

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: Economics

				Total		Total							
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2358	Lecturer AY	5	1	Male	5	4	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0		
2360	Instr Fac AY	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
2482	Dept Chair AY	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
2359	Lecturer 12 Mo	1	1	Male	1	0	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		8	3	Male #	8	5	0	1	2	0	0	0	
Grand Total %			37.5	Male %	100.0	62.5	0.0	12.5	25.0	0.0	0.00	0.00	
				Female #	0	0	0	0	0	0	0	0	
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.00	0.0	

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: Education

				Total		Total							
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo	2	0	Male	0	0	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	
1032	Admin Support Assistant 12 Mo	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
1038	Admin Analyst/Spclst 12 Mo	2	1	Male	0	0	0	0	0	0	0	0	
				Female	2	1	0	0	1	0	0	0	
2358	Lecturer AY	35	8	Male	10	5	0	5	0	0	0	0	
				Female	25	22	0	3	0	0	0	0	
2360	Instr Fac AY	7	1	Male	2	2	0	0	0	0	0	0	
				Female	5	4	0	1	0	0	0	0	
3312	Administrator II	2	0	Male	0	0	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	
2482	Dept Chair AY	2	2	Male	1	0	0	0	0	0	0	1	
				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 #		52	13	Male #	13	7	0	5	0	0	0	1	
Grand Total %			25.0	Male %	25.0	13.5	0.0	9.6	0.0	0.0	0.00	1.92	
				Female #	39	32	0	6	1	0	0	0	
				Female%	75.0	61.5	0.0	11.5	1.9	0.0	0.00	0.0	

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: English

				Total		Total							
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2358	Lecturer AY	16	2	Male	7	5	0	0	1	1	0	0	
				Female	9	9	0	0	0	0	0	0	
2360	Instr Fac AY	5	1	Male	2	2	0	0	0	0	0	0	
				Female	3	2	0	1	0	0	0	0	
2482	Dept Chair AY	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		22	3	Male #	10	8	0	0	1	1	0	0	
Grand Total %			13.6	Male %	45.5	36.4	0.0	0.0	4.5	4.5	0.00	0.00	
				Female #	12	11	0	1	0	0	0	0	
				Female%	54.5	50.0	0.0	4.5	0.0	0.0	0.00	0.0	

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: Enrollment Center

				Total		Total						
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1032	Admin Support Assistant 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
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	0.00	0.00
				Female #	1	0	0	1	0	0	0	0
				Female%	100.0	0.0	0.0	100.0	0.0	0.0	0.00	0.0

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: Environmental Health & Safety

				Total		Total							
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
3312	Administrator II	2	0	Male	1	1	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
3318	Administrator I	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
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	0.00	0.00	
				Female #	2	2	0	0	0	0	0	0	
				Female%	66.7	66.7	0.0	0.0	0.0	0.0	0.00	0.0	

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: Environmental Sci&Resource Mgt

				Total		Total							
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1615	Instructional Support Tech I	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	0	
2358	Lecturer AY	3	0	Male	1	1	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	
2360	Instr Fac AY	2	0	Male	1	1	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
2482	Dept Chair AY	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		7	2	Male #	3	2	0	1	0	0	0	0	
Grand Total %			28.6	Male %	42.9	28.6	0.0	14.3	0.0	0.0	0.00	0.00	
				Female #	4	3	0	0	1	0	0	0	
				Female%	57.1	42.9	0.0	0.0	14.3	0.0	0.00	0.0	

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: Extended University

				Total		Total						
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1032	Admin Support Assistant 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3079	SSP I	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1035	Admin Support Coord 12 Mo	3	1	Male	1	1	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
3082	SSP II	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	0	1	0	0	0	0
420	Info Tech Consultant 12 Mo	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2360	Instr Fac AY	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3312	Administrator II	2	1	Male	1	0	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3306	Administrator III	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		16	4	Male #	5	4	0	1	0	0	0	0
Grand Total %			25.0	Male %	31.3	25.0	0.0	6.3	0.0	0.0	0.00	0.00
				Female #	11	8	0	3	0	0	0	0
				Female%	68.8	50.0	0.0	18.8	0.0	0.0	0.00	0.0

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: Facility Services

				Total		Total							
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2010	Custodian	19	18	Male	14	1	0	9	0	0	4	0	
				Female	5	0	0	5	0	0	0	0	
2015	Lead Custodian	5	5	Male	4	0	1	3	0	0	0	0	
				Female	1	0	0	0	0	0	1	0	
3318	Administrator I	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
3312	Administrator II	1	1	Male	1	0	0	0	0	1	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		26	25	Male #	20	1	1	13	0	1	4	0	
Grand Total %			96.2	Male %	76.9	3.8	3.8	50.0	0.0	3.8	15.38	0.00	
				Female #	6	0	0	5	0	0	1	0	
				Female%	23.1	0.0	0.0	19.2	0.0	0.0	3.85	0.0	

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: Faculty Affairs

				Total		Total						
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1038	Admin Analyst/Spclst 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1173	Cnfdntl Tech Support 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	1	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	3	Male #	0	0	0	0	0	0	0	0
Grand Total %			100.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.00	0.00
				Female #	3	0	0	1	1	0	1	0
				Female%	100.0	0.0	0.0	33.3	33.3	0.0	33.33	0.0

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: Finance

				Total		Total						
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1032	Admin Support Assistant 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	2	1	Male	1	0	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
5284	Sr Budget Analyst	1	1	Male	1	0	1	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
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 #		6	3	Male #	2	0	1	1	0	0	0	0
Grand Total %			50.0	Male %	33.3	0.0	16.7	16.7	0.0	0.0	0.00	0.00
				Female #	4	3	0	1	0	0	0	0
				Female%	66.7	50.0	0.0	16.7	0.0	0.0	0.00	0.0

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: Finance and Administration

				Total		Total						
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1170	Cnfdntl Office Support 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1
1038	Admin Analyst/Spclst 12 Mo	3	0	Male	1	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
3312	Administrator II	3	0	Male	0	0	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
3306	Administrator III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3300	Administrator IV	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
Grand Total #		10	2	Male #	1	1	0	0	0	0	0	0
Grand Total %			20.0	Male %	10.0	10.0	0.0	0.0	0.0	0.0	0.00	0.00
				Female #	9	7	0	1	0	0	0	1
				Female%	90.0	70.0	0.0	10.0	0.0	0.0	0.00	10.0

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: Financial Aid

				Total		Total							
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2635	Stdnt Pers Tech,Financial Aids	2	2	Male	1	0	0	1	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
1035	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
3084	SSP III	3	3	Male	1	0	0	1	0	0	0	0	
				Female	2	0	0	2	0	0	0	0	
3086	SSP IV	2	1	Male	0	0	0	0	0	0	0	0	
				Female	2	1	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	
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 #		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	0.00	0.00	
				Female #	8	1	0	7	0	0	0	0	
				Female%	80.0	10.0	0.0	70.0	0.0	0.0	0.00	0.0	

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: Fiscal Services

				Total		Total							
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1741	Accounting Technician II	2	1	Male	1	1	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
1038	Admin Analyst/Spclst 12 Mo	2	2	Male	0	0	0	0	0	0	0	0	
				Female	2	0	0	1	0	1	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	
4555	Accountant II	3	3	Male	1	0	0	1	0	0	0	0	
				Female	2	0	0	1	0	0	1	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	7	Male #	2	1	0	1	0	0	0	0	
Grand Total %			77.8	Male %	22.2	11.1	0.0	11.1	0.0	0.0	0.00	0.00	
				Female #	7	1	0	4	0	1	1	0	
				Female%	77.8	11.1	0.0	44.4	0.0	11.1	11.11	0.0	

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: Geology

				Total		Total							
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2358	Lecturer AY	2	0	Male	1	1	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #			2	0	Male #	1	1	0	0	0	0	0	
Grand Total %				0.0	Male %	50.0	50.0	0.0	0.0	0.0	0.00	0.00	
					Female #	1	1	0	0	0	0	0	
					Female%	50.0	50.0	0.0	0.0	0.0	0.00	0.0	

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: Graduate Studies Center

				Total		Total						
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1038	Admin Analyst/Spclst 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
Grand Total #		1	1	Male #	0	0	0	0	0	0	0	0
Grand Total %			100.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.00	0.00
				Female #	1	0	0	1	0	0	0	0
				Female%	100.0	0.0	0.0	100.0	0.0	0.0	0.00	0.0

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: Grounds

				Total		Total							
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
731	Groundswoker	10	9	Male	10	1	0	8	0	0	1	0	
				Female	0	0	0	0	0	0	0	0	
735	Irrigation Specialist	2	2	Male	2	0	0	2	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
745	Gardening Specialist	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
726	Lead Groundswoker	2	2	Male	2	0	1	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
3318	Administrator I	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		16	13	Male #	16	3	1	11	0	0	1	0	
Grand Total %			81.3	Male %	100.0	18.8	6.3	68.8	0.0	0.0	6.25	0.00	
				Female #	0	0	0	0	0	0	0	0	
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.00	0.0	

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: Health Sciences

				Total		Total							
Job Code	JobTitle	EMP	MIN			EMP	W	AA	H	A	NA	PI	2+
2358	Lecturer AY	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0	0
2360	Instr Fac AY	2	2	Male	0	0	0	0	0	0	0	0	0
				Female	2	0	0	0	1	1	0	0	
Grand Total #		3	3	Male #	0	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	0.00	0.00	
				Female #	3	0	1	0	1	1	0	0	
				Female%	100.0	0.0	33.3	0.0	33.3	33.3	0.00	0.0	

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: History

				Total		Total							
Job Code	JobTitle	EMP	MIN	EMP		W	AA	H	A	NA	PI	2+	
2358	Lecturer AY	6	0	Male	5	5	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
2360	Instr Fac AY	5	4	Male	3	1	0	1	1	0	0	0	
				Female	2	0	0	1	1	0	0	0	
Grand Total #		11	4	Male #	8	6	0	1	1	0	0	0	
Grand Total %			36.4	Male %	72.7	54.5	0.0	9.1	9.1	0.0	0.00	0.00	
				Female #	3	1	0	1	1	0	0	0	
				Female%	27.3	9.1	0.0	9.1	9.1	0.0	0.00	0.0	

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: HRE - Housing Administration

				Total		Total						
Job Code	JobTitle	EMP	MIN	EMP		W	AA	H	A	NA	PI	2+
1032	Admin Support Assistant 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1035	Admin Support Coord 12 Mo	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	1	0	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
3312	Administrator II	2	0	Male	1	1	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 #		8	3	Male #	1	1	0	0	0	0	0	0
Grand Total %			37.5	Male %	12.5	12.5	0.0	0.0	0.0	0.0	0.00	0.00
				Female #	7	4	1	2	0	0	0	0
				Female%	87.5	50.0	12.5	25.0	0.0	0.0	0.00	0.0

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: HRE - Housing Operations

				Total		Total						
Job Code	JobTitle	EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2010	Custodian	1	1	Male	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0
1035	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0
Grand Total #		2	1	Male #	0	0	0	0	0	0	0	
Grand Total %			50.0	Male %	0.0	0.0	0.0	0.0	0.0	0.00	0.00	
				Female #	2	1	0	1	0	0	0	
				Female%	100.0	50.0	0.0	50.0	0.0	0.00	0.0	

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: HRE - Residential Education

				Total		Total						
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1032	Admin Support Assistant 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
9688	Head Resident I	3	3	Male	1	0	0	0	0	0	0	1
				Female	2	0	1	1	0	0	0	0
3082	SSP II	3	2	Male	2	0	1	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		7	5	Male #	3	0	1	1	0	0	0	1
Grand Total %			71.4	Male %	42.9	0.0	14.3	14.3	0.0	0.0	0.00	14.29
				Female #	4	2	1	1	0	0	0	0
				Female%	57.1	28.6	14.3	14.3	0.0	0.0	0.00	0.0

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: HRE-Conferencing

				Total		Total						
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1038	Admin Analyst/Spclst 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
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	0.00	0.00
				Female #	1	1	0	0	0	0	0	0
				Female%	100.0	100.0	0.0	0.0	0.0	0.0	0.00	0.0

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: HSI Initiatives

				Total		Total						
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
3079	SSP I	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3318	Administrator I	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	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	0.00	0.00
				Female #	3	1	0	2	0	0	0	0
				Female%	100.0	33.3	0.0	66.7	0.0	0.0	0.00	0.0

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: Human Resources

				Total		Total							
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1038	Admin Analyst/Spclst 12 Mo	4	3	Male	0	0	0	0	0	0	0	0	
				Female	4	1	0	1	0	0	2	0	
1176	Cnfdntl Admin Support 12 Mo	3	1	Male	0	0	0	0	0	0	0	0	
				Female	3	2	0	0	0	0	1	0	
1173	Cnfdntl Tech Support 12 Mo	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	0	
3318	Administrator I	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
3312	Administrator II	2	0	Male	0	0	0	0	0	0	0	0	
				Female	2	2	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 #		12	5	Male #	0	0	0	0	0	0	0	0	
Grand Total %			41.7	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.00	0.00	
				Female #	12	7	0	1	1	0	3	0	
				Female%	100.0	58.3	0.0	8.3	8.3	0.0	25.00	0.0	

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: Instnl Rsrch, Plng & Effcvnss

				Total		Total						
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
5681	Research Technician II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
5680	Research Technician III	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	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		3	2	Male #	2	1	0	0	1	0	0	0
Grand Total %			66.7	Male %	66.7	33.3	0.0	0.0	33.3	0.0	0.00	0.00
				Female #	1	0	0	1	0	0	0	0
				Female%	33.3	0.0	0.0	33.3	0.0	0.0	0.00	0.0

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: International Programs

				Total		Total						
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1032	Admin Support Assistant 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1035	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3318	Administrator I	1	0	Male	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	0.00	0.00
				Female #	3	1	0	1	1	0	0	0
				Female%	75.0	25.0	0.0	25.0	25.0	0.0	0.00	0.0

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: LCH - Career Development Svcs

				Total		Total							
Job Code	JobTitle	EMP	MIN	EMP		W	AA	H	A	NA	PI	2+	
3082	SSP II	2	1	Male	0	0	0	0	0	0	0	0	
				Female	2	1	0	0	1	0	0	0	
3086	SSP 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	
Grand Total %				33.3	Male %	0.0	0.0	0.0	0.0	0.0	0.00	0.00	
					Female #	3	2	0	0	1	0	0	
					Female%	100.0	66.7	0.0	0.0	33.3	0.0	0.00	

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: LCH - Leadership Programs

				Total		Total						
Job Code	JobTitle	EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3084	SSP III	1	1	Male	1	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	
Grand Total #		1	1	Male #	1	0	1	0	0	0	0	
Grand Total %			100.0	Male %	100.0	0.0	100.0	0.0	0.0	0.00	0.00	
				Female #	0	0	0	0	0	0	0	
				Female%	0.0	0.0	0.0	0.0	0.0	0.00	0.0	

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: LCH - Student Hlth & Couns Svc

				Total		Total							
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1032	Admin Support Assistant 12 Mo	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
3071	SSP Academic Related I AY	2	1	Male	0	0	0	0	0	0	0	0	
				Female	2	1	1	0	0	0	0	0	
3070	Student Services Professional , Academic Related-I	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
3072	SSP Academic Related II 12 Mo	2	0	Male	1	1	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		6	3	Male #	1	1	0	0	0	0	0	0	
Grand Total %			50.0	Male %	16.7	16.7	0.0	0.0	0.0	0.0	0.00	0.00	
				Female #	5	2	1	2	0	0	0	0	
				Female%	83.3	33.3	16.7	33.3	0.0	0.0	0.00	0.0	

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: Learning Resource Center

				Total		Total						
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1030	Admin Support Assistant 10/12	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
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	0.00	0.00
					Female #	1	1	0	0	0	0	0
					Female%	100.0	100.0	0.0	0.0	0.0	0.00	0.0

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: Liberal Studies

				Total		Total						
Job Code	JobTitle	EMP	MIN	EMP		W	AA	H	A	NA	PI	2+
2358	Lecturer AY	4	2	Male	2	0	0	2	0	0	0	0
				Female	2	2	0	0	0	0	0	0
Grand Total #			4	2	Male #	2	0	0	2	0	0	0
Grand Total %				50.0	Male %	50.0	0.0	0.0	50.0	0.0	0.0	0.00
					Female #	2	2	0	0	0	0	0
					Female%	50.0	50.0	0.0	0.0	0.0	0.00	0.0

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: Library

				Total		Total						
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
2886	Library Services Spec I	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2887	Library Services Spec II	3	2	Male	1	1	0	0	0	0	0	0
				Female	2	0	1	0	1	0	0	0
2888	Library Services Spec III	3	0	Male	1	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2920	Librarian 12 Mo	8	2	Male	2	2	0	0	0	0	0	0
				Female	6	4	0	1	0	0	0	1
400	Analyst/Programmer 12 Mo	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3318	Administrator I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2919	Librarian 10 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3306	Administrator III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		20	6	Male #	6	5	0	1	0	0	0	0
Grand Total %			30.0	Male %	30.0	25.0	0.0	5.0	0.0	0.0	0.00	0.00
				Female #	14	9	1	2	1	0	0	1
				Female%	70.0	45.0	5.0	10.0	5.0	0.0	0.00	5.0

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: Math

				Total		Total							
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2358	Lecturer AY	21	7	Male	14	8	0	3	3	0	0	0	
				Female	7	6	0	0	0	0	1	0	
2360	Instr Fac AY	6	3	Male	3	2	0	1	0	0	0	0	
				Female	3	1	0	2	0	0	0	0	
2482	Dept Chair AY	2	0	Male	0	0	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	
Grand Total #		29	10	Male #	17	10	0	4	3	0	0	0	
Grand Total %			34.5	Male %	58.6	34.5	0.0	13.8	10.3	0.0	0.00	0.00	
				Female #	12	9	0	2	0	0	1	0	
				Female%	41.4	31.0	0.0	6.9	0.0	0.0	3.45	0.0	

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: MBA

				Total		Total						
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1032	Admin Support Assistant 12 Mo	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	0.00	0.00
				Female #	0	0	0	0	0	0	0	0
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.00	0.0

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: Mission Based Centers

				Total		Total						
Job Code	JobTitle	EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	Admin Analyst/Spclst 12 Mo	1	0	Male	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	0.00	0.00	
				Female #	1	1	0	0	0	0	0	
				Female%	100.0	100.0	0.0	0.0	0.0	0.00	0.0	

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: MS Biotech

				Total		Total						
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1619	Instructional Support Tech III	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	0.00	0.00
				Female #	1	1	0	0	0	0	0	0
				Female%	100.0	100.0	0.0	0.0	0.0	0.0	0.00	0.0

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: Nursing

				Total		Total						
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1032	Admin Support Assistant 12 Mo	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1035	Admin Support Coord 12 Mo	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358	Lecturer AY	12	5	Male	0	0	0	0	0	0	0	0
				Female	12	7	2	1	0	0	2	0
2360	Instr Fac AY	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	1	0	0	0	0	0
2481	Dept Chair 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		20	7	Male #	1	0	0	1	0	0	0	0
Grand Total %			35.0	Male %	5.0	0.0	0.0	5.0	0.0	0.0	0.00	0.00
				Female #	19	13	3	1	0	0	2	0
				Female%	95.0	65.0	15.0	5.0	0.0	0.0	10.00	0.0

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: Office of the President

				Total		Total						
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1038	Admin Analyst/Spclst 12 Mo	4	1	Male	1	0	0	1	0	0	0	0
				Female	3	3	0	0	0	0	0	0
1170	Cnfdntl Office Support 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1035	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1148	Presidential Aide	1	0	Male	0	0	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
3306	Administrator III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2977	President	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		11	2	Male #	2	1	0	1	0	0	0	0
Grand Total %			18.2	Male %	18.2	9.1	0.0	9.1	0.0	0.0	0.00	0.00
				Female #	9	8	0	1	0	0	0	0
				Female%	81.8	72.7	0.0	9.1	0.0	0.0	0.00	0.0

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: OPC-Projects

		Total		Total								
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
2010	Custodian	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
731	Groundswoker	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6250	Facilities Worker I	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1035	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
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 Mech	1	0	Male	1	1	0	0	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
Grand Total #		7	4	Male #	6	2	0	4	0	0	0	0
Grand Total %			57.1	Male %	85.7	28.6	0.0	57.1	0.0	0.0	0.00	0.00
				Female #	1	1	0	0	0	0	0	0
				Female%	14.3	14.3	0.0	0.0	0.0	0.0	0.00	0.0

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: Operations

Job Code	JobTitle	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
1506	Storekeeper I	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6837	Mechanics Helper	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6251	Facilities Worker II	5	4	Male	5	1	0	4	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6940	Facilities Maintenance Mech	7	7	Male	7	0	0	7	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	1	1	Male	1	0	0	0	1	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
6525	Lead Painter	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6549	Plumber	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6475	Lead Carpenter	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3318	Administrator I	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6532	Lead Electrician	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	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

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: Operations

				Total		Total							
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
6548	Lead Plumber	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
6707	Lead Building Service Engineer	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
6852	Lead Auto/Equip Mechanic	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
6265	Facilities Project Supv	3	1	Male	3	2	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
6534	Sprvsng Electrician	1	0	Male	1	1	0	0	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 #		33	16	Male #	30	15	0	14	1	0	0	0	
Grand Total %			48.5	Male %	90.9	45.5	0.0	42.4	3.0	0.0	0.00	0.00	
				Female #	3	2	0	1	0	0	0	0	
				Female%	9.1	6.1	0.0	3.0	0.0	0.0	0.00	0.0	

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: Performing Arts

				Total		Total							
Job Code	JobTitle	EMP	MIN	EMP		W	AA	H	A	NA	PI	2+	
2358	Lecturer AY	10	2	Male	5	5	0	0	0	0	0	0	
				Female	5	3	0	0	1	0	1	0	
2360	Instr Fac AY	3	0	Male	1	1	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	
Grand Total #		13	2	Male #	6	6	0	0	0	0	0	0	
Grand Total %			15.4	Male %	46.2	46.2	0.0	0.0	0.0	0.0	0.00	0.00	
				Female #	7	5	0	0	1	0	1	0	
				Female%	53.8	38.5	0.0	0.0	7.7	0.0	7.69	0.0	

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: Physics

				Total		Total							
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2358	Lecturer AY	8	0	Male	7	7	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
7024	Equip Tech III, Splized Equip	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
2360	Instr Fac AY	2	0	Male	2	2	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		11	0	Male #	10	10	0	0	0	0	0	0	
Grand Total %			0.0	Male %	90.9	90.9	0.0	0.0	0.0	0.0	0.00	0.00	
				Female #	1	1	0	0	0	0	0	0	
				Female%	9.1	9.1	0.0	0.0	0.0	0.0	0.00	0.0	

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: Planning, Design, Construction

				Total		Total							
Job Code	JobTitle	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	
3306	Administrator III	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		2	0	Male #	2	2	0	0	0	0	0	0	
Grand Total %			0.0	Male %	100.0	100.0	0.0	0.0	0.0	0.0	0.00	0.00	
				Female #	0	0	0	0	0	0	0	0	
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.00	0.0	

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: Police

				Total		Total						
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
8820	Community Service Spec 12 Mo	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1035	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8800	Police Dispatcher 12 Mo	5	3	Male	1	1	0	0	0	0	0	0
				Female	4	1	1	2	0	0	0	0
8350	Police Officer	9	1	Male	8	8	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3318	Administrator I	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8354	Sergeant	4	2	Male	4	2	0	1	1	0	0	0
				Female	0	0	0	0	0	0	0	0
3312	Administrator II	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
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 #		24	7	Male #	16	14	0	1	1	0	0	0
Grand Total %			29.2	Male %	66.7	58.3	0.0	4.2	4.2	0.0	0.00	0.00
				Female #	8	3	1	4	0	0	0	0
				Female%	33.3	12.5	4.2	16.7	0.0	0.0	0.00	0.0

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: Political Science

				Total		Total							
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2358	Lecturer AY	4	1	Male	2	2	0	0	0	0	0	0	
				Female	2	1	0	0	1	0	0	0	
2360	Instr Fac AY	3	0	Male	1	1	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	
2482	Dept Chair AY	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		8	1	Male #	4	4	0	0	0	0	0	0	
Grand Total %			12.5	Male %	50.0	50.0	0.0	0.0	0.0	0.0	0.00	0.00	
				Female #	4	3	0	0	1	0	0	0	
				Female%	50.0	37.5	0.0	0.0	12.5	0.0	0.00	0.0	

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: Procurement & Contract Svcs.

				Total		Total						
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
6223	Laborer	2	2	Male	2	0	1	0	0	1	0	0
				Female	0	0	0	0	0	0	0	0
1508	Warehouse Worker	3	3	Male	3	0	0	2	0	0	1	0
				Female	0	0	0	0	0	0	0	0
1502	Shipping And Receivng Ast I	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1550	Property Clerk I	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
1035	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
4792	Buyer II	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
1504	Mail Services Supervisor I	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4794	Buyer III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
4795	Buyer III Lead	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 #		14	11	Male #	7	0	1	3	1	1	1	0
Grand Total %			78.6	Male %	50.0	0.0	7.1	21.4	7.1	7.1	7.14	0.00
				Female #	7	3	0	4	0	0	0	0
				Female%	50.0	21.4	0.0	28.6	0.0	0.0	0.00	0.0

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: Project ASCENSION

				Total		Total						
Job Code	JobTitle	EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3318	Administrator I	1	1	Male	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	
Grand Total %			100.0	Male %	0.0	0.0	0.0	0.0	0.0	0.00	0.00	
				Female #	1	0	0	1	0	0	0	
				Female%	100.0	0.0	0.0	100.0	0.0	0.00	0.0	

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: Project iPath

				Total		Total						
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1032	Admin Support Assistant 12 Mo	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
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	0.00	0.00
				Female #	2	0	0	2	0	0	0	0
				Female%	100.0	0.0	0.0	100.0	0.0	0.0	0.00	0.0

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: Psychology

				Total		Total							
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2358	Lecturer AY	18	3	Male	4	2	0	1	1	0	0	0	
				Female	14	13	0	0	1	0	0	0	
2360	Instr Fac AY	7	3	Male	2	2	0	0	0	0	0	0	
				Female	5	2	0	2	1	0	0	0	
2482	Dept Chair AY	1	1	Male	1	0	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		26	7	Male #	7	4	1	1	1	0	0	0	
Grand Total %			26.9	Male %	26.9	15.4	3.8	3.8	3.8	0.0	0.00	0.00	
				Female #	19	15	0	2	2	0	0	0	
				Female%	73.1	57.7	0.0	7.7	7.7	0.0	0.00	0.0	

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: Records and Registration

				Total		Total							
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
3082	SSP II	4	3	Male	0	0	0	0	0	0	0	0	
				Female	4	1	0	3	0	0	0	0	
3086	SSP 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	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		6	3	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	0.00	0.00	
				Female #	6	3	0	3	0	0	0	0	
				Female%	100.0	50.0	0.0	50.0	0.0	0.0	0.00	0.0	

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: SL - TRIO Programs

				Total		Total							
Job Code	JobTitle	EMP	MIN	EMP		W	AA	H	A	NA	PI	2+	
3079	SSP I	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
3086	SSP IV	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	0.00	0.00	
				Female #	2	0	0	2	0	0	0	0	
				Female%	100.0	0.0	0.0	100.0	0.0	0.0	0.00	0.0	

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: SL - Veterans Affairs

				Total		Total						
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
3086	SSP IV	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	0.00	0.00
				Female #	0	0	0	0	0	0	0	0
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.00	0.0

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: SL- Foster Youth

				Total		Total							
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
3082	SSP II	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
Grand Total #			1	1	Male #	0	0	0	0	0	0	0	
Grand Total %				100.0	Male %	0.0	0.0	0.0	0.0	0.0	0.00	0.00	
					Female #	1	0	0	1	0	0	0	
					Female%	100.0	0.0	0.0	100.0	0.0	0.00	0.0	

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: SL- Judicial Affairs

				Total		Total							
Job Code	JobTitle	EMP	MIN	EMP		W	AA	H	A	NA	PI	2+	
3082	SSP II	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	1	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	
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	0.00	0.00	
				Female #	2	1	1	0	0	0	0	0	
				Female%	100.0	50.0	50.0	0.0	0.0	0.0	0.00	0.0	

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: Sociology

				Total		Total							
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2358	Lecturer AY	8	5	Male	5	1	0	3	0	1	0	0	
				Female	3	2	0	0	1	0	0	0	
2360	Instr Fac AY	4	1	Male	2	1	0	1	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	
2482	Dept Chair AY	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		13	6	Male #	8	3	0	4	0	1	0	0	
Grand Total %			46.2	Male %	61.5	23.1	0.0	30.8	0.0	7.7	0.00	0.00	
				Female #	5	4	0	0	1	0	0	0	
				Female%	38.5	30.8	0.0	0.0	7.7	0.0	0.00	0.0	

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: Spanish

				Total		Total							
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2358	Lecturer AY	8	5	Male	3	2	0	1	0	0	0	0	
				Female	5	1	0	4	0	0	0	0	
2360	Instr Fac AY	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
2482	Dept Chair AY	2	1	Male	2	1	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		11	7	Male #	5	3	0	2	0	0	0	0	
Grand Total %			63.6	Male %	45.5	27.3	0.0	18.2	0.0	0.0	0.00	0.00	
				Female #	6	1	0	5	0	0	0	0	
				Female%	54.5	9.1	0.0	45.5	0.0	0.0	0.00	0.0	

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: Sponsored Programs

				Total		Total							
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
1038	Admin Analyst/Spclst 12 Mo	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	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	
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 #			4	1	Male #	1	1	0	0	0	0	0	
Grand Total %				25.0	Male %	25.0	25.0	0.0	0.0	0.0	0.0	0.00	
					Female #	3	2	0	1	0	0	0	
					Female%	75.0	50.0	0.0	25.0	0.0	0.0	0.00	

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: Student Business Services

				Total		Total							
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1730	Accounting Technician I	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
1758	Collections Rep I	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
1741	Accounting Technician II	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
1740	Accounting Technician III	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	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	0.00	0.00	
				Female #	6	4	0	2	0	0	0	0	
				Female%	100.0	66.7	0.0	33.3	0.0	0.0	0.00	0.0	

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: Student Systems

				Total		Total							
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1038	Admin Analyst/Spclst 12 Mo	8	5	Male	3	2	0	1	0	0	0	0	
				Female	5	1	0	3	0	0	1	0	
1035	Admin Support Coord 12 Mo	2	0	Male	0	0	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	
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 #		11	6	Male #	3	2	0	1	0	0	0	0	
Grand Total %			54.5	Male %	27.3	18.2	0.0	9.1	0.0	0.0	0.00	0.00	
				Female #	8	3	0	4	0	0	1	0	
				Female%	72.7	27.3	0.0	36.4	0.0	0.0	9.09	0.0	

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: Teaching Technology

				Total		Total						
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1038	Admin Analyst/Spclst 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
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	0.00	0.00
				Female #	1	1	0	0	0	0	0	0
				Female%	100.0	100.0	0.0	0.0	0.0	0.0	0.00	0.0

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: Technology & Communication

				Total		Total						
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
410	Operating Sys Analyst 12 Mo	5	2	Male	5	3	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
420	Info Tech Consultant 12 Mo	14	6	Male	10	4	0	4	0	1	0	1
				Female	4	4	0	0	0	0	0	0
430	Network Analyst 12 Mo	4	1	Male	4	3	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
440	Equip Systems Specialist 12 Mo	2	2	Male	2	0	1	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	0	1	0	0	0	0
400	Analyst/Programmer 12 Mo	6	1	Male	4	4	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
421	Info Tech Consultant 11/12	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3312	Administrator II	3	3	Male	2	0	0	1	0	0	1	0
				Female	1	0	0	1	0	0	0	0
401	Analyst/Programmer 11/12	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3306	Administrator III	3	0	Male	2	2	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3300	Administrator IV	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		43	16	Male #	31	18	1	9	0	1	1	1
Grand Total %			37.2	Male %	72.1	41.9	2.3	20.9	0.0	2.3	2.33	2.33
				Female #	12	9	0	3	0	0	0	0
				Female%	27.9	20.9	0.0	7.0	0.0	0.0	0.00	0.0

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: Title IX

				Total		Total						
Job Code	JobTitle	EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3312	Administrator II	1	0	Male	0	0	0	0	0	0	0	
				Female	1	1	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	0.00	0.00	
				Female #	1	1	0	0	0	0	0	
				Female%	100.0	100.0	0.0	0.0	0.0	0.00	0.0	

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: Transportation and Parking

				Total		Total						
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
8820	Community Service Spec 12 Mo	3	1	Male	3	2	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1035	Admin Support Coord 12 Mo	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		7	2	Male #	4	3	0	1	0	0	0	0
Grand Total %			28.6	Male %	57.1	42.9	0.0	14.3	0.0	0.0	0.00	0.00
				Female #	3	2	0	1	0	0	0	0
				Female%	42.9	28.6	0.0	14.3	0.0	0.0	0.00	0.0

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: Undergraduate Studies

				Total		Total						
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
2361	Instr Fac 12 Mo	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	0.00	0.00
				Female #	1	1	0	0	0	0	0	0
				Female%	100.0	100.0	0.0	0.0	0.0	0.0	0.00	0.0

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: University Advancement

				Total		Total						
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1032	Admin Support Assistant 12 Mo	5	4	Male	1	0	0	1	0	0	0	0
				Female	4	1	0	2	0	0	0	1
1035	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	4	1	Male	1	1	0	0	0	0	0	0
				Female	3	2	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
3312	Administrator II	6	5	Male	1	0	1	0	0	0	0	0
				Female	5	1	0	4	0	0	0	0
3306	Administrator III	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
3300	Administrator IV	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		19	13	Male #	4	1	1	1	1	0	0	0
Grand Total %			68.4	Male %	21.1	5.3	5.3	5.3	5.3	0.0	0.00	0.00
				Female #	15	5	0	9	0	0	0	1
				Female%	78.9	26.3	0.0	47.4	0.0	0.0	0.00	5.3

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: University Experience

				Total		Total							
Job Code	JobTitle	EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
2358	Lecturer AY	3	0	Male	2	2	0	0	0	0	0		
				Female	1	1	0	0	0	0	0		
Grand Total #		3	0	Male #	2	2	0	0	0	0	0		
Grand Total %			0.0	Male %	66.7	66.7	0.0	0.0	0.0	0.00	0.00		
				Female #	1	1	0	0	0	0	0		
				Female%	33.3	33.3	0.0	0.0	0.0	0.00	0.0		

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: Utility Support

				Total		Total							
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1038	Admin Analyst/Spclst 12 Mo	2	1	Male	0	0	0	0	0	0	0	0	
				Female	2	1	0	1	0	0	0	0	
6533	Electrician	2	0	Male	2	2	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
6260	Facilities Control Specialist	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
6699	Air Cond/Refrig Mechanic	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		6	1	Male #	4	4	0	0	0	0	0	0	
Grand Total %			16.7	Male %	66.7	66.7	0.0	0.0	0.0	0.0	0.00	0.00	
				Female #	2	1	0	1	0	0	0	0	
				Female%	33.3	16.7	0.0	16.7	0.0	0.0	0.00	0.0	

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: VP Academic Affairs

Job Code	JobTitle	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1176	Cnfdntl Admin Support 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3306	Administrator III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3300	Administrator IV	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		4	0	Male #	1	1	0	0	0	0	0	0
Grand Total %			0.0	Male %	25.0	25.0	0.0	0.0	0.0	0.0	0.00	0.00
				Female #	3	3	0	0	0	0	0	0
				Female%	75.0	75.0	0.0	0.0	0.0	0.0	0.00	0.0

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: VP for Student Affairs office

		Total		Total								
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
3312	Administrator II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3300	Administrator IV	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		4	2	Male #	1	0	1	0	0	0	0	0
Grand Total %			50.0	Male %	25.0	0.0	25.0	0.0	0.0	0.0	0.00	0.00
				Female #	3	2	0	1	0	0	0	0
				Female%	75.0	50.0	0.0	25.0	0.0	0.0	0.00	0.0

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: WA - Health Administration

				Total		Total						
Job Code	JobTitle	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	0.00	0.00
				Female #	1	1	0	0	0	0	0	0
				Female%	100.0	100.0	0.0	0.0	0.0	0.0	0.00	0.0

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: WA - Health Education

				Total		Total							
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	0	0	0	1	
8147	Health Educator	1	1	Male	1	0	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		2	2	Male #	1	0	0	0	1	0	0	0	
Grand Total %			100.0	Male %	50.0	0.0	0.0	0.0	50.0	0.0	0.00	0.00	
				Female #	1	0	0	0	0	0	0	1	
				Female%	50.0	0.0	0.0	0.0	0.0	0.0	0.00	50.0	

California State University Channel Islands

Snapshot Date: 06/30/2016

Workforce Analysis

Organizational Unit: Wellness

				Total		Total							
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
1038	Admin Analyst/Spclst 12 Mo	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
3312	Administrator II	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	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #			4	1	Male #	1	1	0	0	0	0	0	
Grand Total %				25.0	Male %	25.0	25.0	0.0	0.0	0.0	0.0	0.00	
					Female #	3	2	0	1	0	0	0	
					Female%	75.0	50.0	0.0	25.0	0.0	0.0	0.00	

California State University Channel Islands

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Workforce Analysis

Organizational Unit: Writing Center

				Total		Total						
Job Code	JobTitle	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1030	Admin Support Assistant 10/12	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2358	Lecturer AY	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2361	Instr Fac 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
Grand Total #		3	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	0.00	0.00
				Female #	3	1	0	1	1	0	0	0
				Female%	100.0	33.3	0.0	33.3	33.3	0.0	0.00	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	4	1	3	1	1	0	0	0	0	0	0	2	0	1	0	0	0	0
Academic Resources	2	0	2	1	0	0	0	0	0	0	0	1	0	1	0	0	0	0
Academic Support	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
ACCESO	4	0	4	2	0	0	0	0	0	0	0	2	0	2	0	0	0	0
ACR - Campus Recreation	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Services	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Admissions and Recruitment	12	3	9	7	2	0	1	0	0	0	0	3	0	5	0	1	0	0
Advising	8	2	6	4	1	0	1	0	0	0	0	3	0	2	0	0	1	0
ALAS	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
Anthropology	3	1	2	1	0	0	1	0	0	0	0	2	0	0	0	0	0	0
AOT - Educational Access Ctr	3	0	3	2	0	0	0	0	0	0	0	1	0	2	0	0	0	0
AOT - EOP	4	1	3	3	0	0	1	0	0	0	0	1	0	2	0	0	0	0
AOT - Multicultural Affairs	1	0	1	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
AOT - NSOTP	2	0	2	1	0	0	0	0	0	0	0	1	0	1	0	0	0	0
AOT-CI Outreach Programs	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
Art	24	8	16	10	4	2	1	1	0	0	0	10	0	3	1	1	1	0
Arts & Sciences	6	1	5	3	1	0	0	0	0	0	0	2	0	3	0	0	0	0
Arts & Sciences Support	6	0	6	4	0	0	0	0	0	0	0	2	0	4	0	0	0	0
ASI	1	1	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Assessment and Strategic Ops	2	0	2	1	0	0	0	0	0	0	0	1	0	0	1	0	0	0
AVP - Business	3	1	2	1	1	0	0	0	0	0	0	1	0	0	1	0	0	0
AVP ASO Office	5	0	5	2	0	0	0	0	0	0	0	3	0	1	1	0	0	0
AVP,Operations,Planning & Cons	2	0	2	2	0	0	0	0	0	0	0	0	0	1	1	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+
Biology/Natural Sciences	23	10	13	8	8	0	1	1	0	0	0	7	1	2	2	0	0	1
BS Business SB	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
BSN Cottage	1	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Business	18	11	7	5	7	0	2	1	1	0	0	6	0	0	1	0	0	0
Capital Projects	6	5	1	0	5	0	0	0	0	0	0	1	0	0	0	0	0	0
Channel Islands Boating Center	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Chemistry	20	13	7	8	8	0	1	2	0	1	1	4	1	1	0	0	1	0
Chicano Studies	3	1	2	3	0	0	1	0	0	0	0	0	0	2	0	0	0	0
CI - Cooperative Research Stn.	3	2	1	1	1	0	0	0	0	1	0	1	0	0	0	0	0	0
Collaborative Online Doctoral	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
Communication	15	6	9	4	3	1	1	1	0	0	0	8	0	0	0	0	1	0
Communication & Marketing	6	2	4	4	1	1	0	0	0	0	0	1	1	1	0	0	0	1
Computer Science	15	12	3	3	10	0	1	1	0	0	0	2	0	0	1	0	0	0
Conference & Events Office	9	4	5	6	0	0	4	0	0	0	0	3	0	2	0	0	0	0
Continuous Improvement	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
CR-Recreation Administration	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Credential	3	0	3	3	0	0	0	0	0	0	0	0	0	3	0	0	0	0
Ctr for Community Engagement	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
Dean of Enrollment Services	2	0	2	2	0	0	0	0	0	0	0	0	0	1	0	0	1	0
Dean of Student Life	3	1	2	0	1	0	0	0	0	0	0	2	0	0	0	0	0	0
Deferred Maintenance	1	1	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0
DSA Staff Recogn./Spec. Projec	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
Economics	8	8	0	3	5	0	1	2	0	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+
Education	52	13	39	13	7	0	5	0	0	0	1	32	0	6	1	0	0	0
English	22	10	12	3	8	0	0	1	1	0	0	11	0	1	0	0	0	0
Enrollment Center	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
Environmental Health & Safety	3	1	2	0	1	0	0	0	0	0	0	2	0	0	0	0	0	0
Environmental Sci&Resource Mgt	7	3	4	2	2	0	1	0	0	0	0	3	0	0	1	0	0	0
Extended University	16	5	11	4	4	0	1	0	0	0	0	8	0	3	0	0	0	0
Facility Services	26	20	6	25	1	1	13	0	1	4	0	0	0	5	0	0	1	0
Faculty Affairs	3	0	3	3	0	0	0	0	0	0	0	0	0	1	1	0	1	0
Finance	6	2	4	3	0	1	1	0	0	0	0	3	0	1	0	0	0	0
Finance and Administration	10	1	9	2	1	0	0	0	0	0	0	7	0	1	0	0	0	1
Financial Aid	10	2	8	9	0	0	2	0	0	0	0	1	0	7	0	0	0	0
Fiscal Services	9	2	7	7	1	0	1	0	0	0	0	1	0	4	0	1	1	0
Geology	2	1	1	0	1	0	0	0	0	0	0	1	0	0	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
Grounds	16	16	0	13	3	1	11	0	0	1	0	0	0	0	0	0	0	0
Health Sciences	3	0	3	3	0	0	0	0	0	0	0	0	1	0	1	1	0	0
History	11	8	3	4	6	0	1	1	0	0	0	1	0	1	1	0	0	0
HRE - Housing Administration	8	1	7	3	1	0	0	0	0	0	0	4	1	2	0	0	0	0
HRE - Housing Operations	2	0	2	1	0	0	0	0	0	0	0	1	0	1	0	0	0	0
HRE - Residential Education	7	3	4	5	0	1	1	0	0	0	1	2	1	1	0	0	0	0
HRE-Conferencing	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
HSI Initiatives	3	0	3	2	0	0	0	0	0	0	0	1	0	2	0	0	0	0
Human Resources	12	0	12	5	0	0	0	0	0	0	0	7	0	1	1	0	3	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+
Instnl Rsrch, Plng & Effcnss	3	2	1	2	1	0	0	1	0	0	0	0	0	1	0	0	0	0
International Programs	4	1	3	2	1	0	0	0	0	0	0	1	0	1	1	0	0	0
LCH - Career Development Svcs	3	0	3	1	0	0	0	0	0	0	0	2	0	0	1	0	0	0
LCH - Leadership Programs	1	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
LCH - Student Hlth & Couns Svc	6	1	5	3	1	0	0	0	0	0	0	2	1	2	0	0	0	0
Learning Resource Center	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Liberal Studies	4	2	2	2	0	0	2	0	0	0	0	2	0	0	0	0	0	0
Library	20	6	14	6	5	0	1	0	0	0	0	9	1	2	1	0	0	1
Math	29	17	12	10	10	0	4	3	0	0	0	9	0	2	0	0	1	0
MBA	1	1	0	0	1	0	0	0	0	0	0	0	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	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Nursing	20	1	19	7	0	0	1	0	0	0	0	13	3	1	0	0	2	0
Office of the President	11	2	9	2	1	0	1	0	0	0	0	8	0	1	0	0	0	0
OPC-Projects	7	6	1	4	2	0	4	0	0	0	0	1	0	0	0	0	0	0
Operations	33	30	3	16	15	0	14	1	0	0	0	2	0	1	0	0	0	0
Performing Arts	13	6	7	2	6	0	0	0	0	0	0	5	0	0	1	0	1	0
Physics	11	10	1	0	10	0	0	0	0	0	0	1	0	0	0	0	0	0
Planning, Design, Construction	2	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Police	24	16	8	7	14	0	1	1	0	0	0	3	1	4	0	0	0	0
Political Science	8	4	4	1	4	0	0	0	0	0	0	3	0	0	1	0	0	0
Procurement & Contract Svcs.	14	7	7	11	0	1	3	1	1	1	0	3	0	4	0	0	0	0
Project ASCENSION	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0

California State University Channel Islands

Snapshot Date: 06/30/2016

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+
Project iPath	2	0	2	2	0	0	0	0	0	0	0	0	0	2	0	0	0	0
Psychology	26	7	19	7	4	1	1	1	0	0	0	15	0	2	2	0	0	0
Records and Registration	6	0	6	3	0	0	0	0	0	0	0	3	0	3	0	0	0	0
SL - TRIO Programs	2	0	2	2	0	0	0	0	0	0	0	0	0	2	0	0	0	0
SL - Veterans Affairs	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
SL- Foster Youth	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
SL- Judicial Affairs	2	0	2	1	0	0	0	0	0	0	0	1	1	0	0	0	0	0
Sociology	13	8	5	6	3	0	4	0	1	0	0	4	0	0	1	0	0	0
Spanish	11	5	6	7	3	0	2	0	0	0	0	1	0	5	0	0	0	0
Sponsored Programs	4	1	3	1	1	0	0	0	0	0	0	2	0	1	0	0	0	0
Student Business Services	6	0	6	2	0	0	0	0	0	0	0	4	0	2	0	0	0	0
Student Systems	11	3	8	6	2	0	1	0	0	0	0	3	0	4	0	0	1	0
Teaching Technology	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Technology & Communication	43	31	12	16	18	1	9	0	1	1	1	9	0	3	0	0	0	0
Title IX	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Transportation and Parking	7	4	3	2	3	0	1	0	0	0	0	2	0	1	0	0	0	0
Undergraduate Studies	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
University Advancement	19	4	15	13	1	1	1	1	0	0	0	5	0	9	0	0	0	1
University Experience	3	2	1	0	2	0	0	0	0	0	0	1	0	0	0	0	0	0
Utility Support	6	4	2	1	4	0	0	0	0	0	0	1	0	1	0	0	0	0
VP Academic Affairs	4	1	3	0	1	0	0	0	0	0	0	3	0	0	0	0	0	0
VP for Student Affairs office	4	1	3	2	0	1	0	0	0	0	0	2	0	1	0	0	0	0
WA - Health Administration	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0

California State University Channel Islands

Snapshot Date: 06/30/2016

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 - Health Education	2	1	1	2	0	0	0	1	0	0	0	0	0	0	0	0	0	1
Wellness	4	1	3	1	1	0	0	0	0	0	0	2	0	1	0	0	0	0
Writing Center	3	0	3	2	0	0	0	0	0	0	0	1	0	1	1	0	0	0
Total (#)	873	378	495	368	217	14	106	22	6	9	4	288	13	143	25	4	16	6
Total (%)		43.3	56.7	42.2	24.9	1.6	12.1	2.5	0.7	1.0	0.5	33.0	1.5	16.4	2.9	0.5	1.8	0.7

California State University Channel Islands

Snapshot Date: 06/30/2016

Job Group Analysis

Job Group: 1A - Executive/Admin/Managerial

EEO

Total													
Cat	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
1	3318	Administrator I	24	8	16	9	15	0	8	1	0	0	0
1	3312	Administrator II	53	16	37	20	33	1	14	2	1	1	1
1	3306	Administrator III	26	13	13	3	23	0	1	1	0	1	0
1	3300	Administrator IV	6	3	3	2	4	1	1	0	0	0	0
1	2977	President	1	1	0	0	1	0	0	0	0	0	0
Total (#)			110	41	69	34	76	2	24	4	1	2	1
Total (%)				37.3	62.7	30.9	69.1	1.8	21.8	3.6	0.9	1.8	0.9

California State University Channel Islands

Snapshot Date: 06/30/2016

Job Group Analysis

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

EEO

			Total										
Cat	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
5	2481	Dept Chair 12 Mo	1	0	1	0	1	0	0	0	0	0	0
5	2482	Dept Chair AY	17	12	5	6	11	1	4	0	0	0	1
5	2361	Instr Fac 12 Mo	2	0	2	1	1	0	0	1	0	0	0
5	2360	Instr Fac AY	78	35	43	27	51	1	18	7	1	0	0
5	2359	Lecturer 12 Mo	2	2	0	2	0	0	1	1	0	0	0
5	2358	Lecturer AY	245	111	134	68	177	6	32	17	4	8	1
Total (#)			345	160	185	104	241	8	55	26	5	8	2
Total (%)				46.4	53.6	30.1	69.9	2.3	15.9	7.5	1.4	2.3	0.6

California State University Channel Islands

Snapshot Date: 06/30/2016

Job Group Analysis

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

EEO

Total													
Cat	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
2	1762	Accountant I	1	0	1	1	0	0	1	0	0	0	0
2	4555	Accountant II	3	1	2	3	0	0	2	0	0	1	0
2	5284	Sr Budget Analyst	1	1	0	1	0	1	0	0	0	0	0
Total (#)			5	2	3	5	0	1	3	0	0	1	0
Total (%)				40.0	60.0	100.0	0.0	20.0	60.0	0.0	0.0	20.0	0.0

California State University Channel Islands

Snapshot Date: 06/30/2016

Job Group Analysis

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

EEO

Total													
Cat	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
2	1038	Admin Analyst/Spclst 12 Mo	76	11	65	33	43	0	25	3	1	4	0
2	4792	Buyer II	2	0	2	1	1	0	1	0	0	0	0
2	4794	Buyer III	1	0	1	1	0	0	1	0	0	0	0
2	4795	Buyer III Lead	1	0	1	1	0	0	1	0	0	0	0
2	1176	Cnfdntl Admin Support 12 Mo	5	0	5	2	3	0	1	0	0	1	0
Total (#)			85	11	74	38	47	0	29	3	1	5	0
Total (%)				12.9	87.1	44.7	55.3	0.0	34.1	3.5	1.2	5.9	0.0

California State University Channel Islands

Snapshot Date: 06/30/2016

Job Group Analysis

Job Group: 3C - Community, Social Service, Legal, Design, Entertainment, S

EEO

		Total											
Cat	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
4	8820	Community Service Spec 12 Mo	5	4	1	2	3	0	2	0	0	0	0
4	820	Graphic Designer 12 Mo	1	0	1	1	0	0	0	1	0	0	0
4	810	Media Prod Spec 12 Mo	2	1	1	2	0	2	0	0	0	0	0
4	800	Pub Affairs/Comm Spec 12 Mo	1	0	1	0	1	0	0	0	0	0	0
Total (#)			9	5	4	5	4	2	2	1	0	0	0
Total (%)				55.6	44.4	55.6	44.4	22.2	22.2	11.1	0.0	0.0	0.0

California State University Channel Islands

Snapshot Date: 06/30/2016

Job Group Analysis

Job Group: 3D - Community, Social Service, Legal, Design, Entertainment, S

EEO

				Total									
Cat	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
4	3079	SSP I	10	3	7	6	4	0	6	0	0	0	0
4	3082	SSP II	23	3	20	15	8	2	11	1	0	1	0
4	3084	SSP III	13	3	10	11	2	1	8	1	1	0	0
4	3086	SSP IV	13	4	9	3	10	0	3	0	0	0	0
4	3089	SSP IV 10 Mo	1	0	1	1	0	0	1	0	0	0	0
Total (#)			60	13	47	36	24	3	29	2	1	1	0
Total (%)				21.7	78.3	60.0	40.0	5.0	48.3	3.3	1.7	1.7	0.0

California State University Channel Islands

Snapshot Date: 06/30/2016

Job Group Analysis

Job Group: 3E - Community, Social Service, Legal, Design, Entertainment, S

EEO

		Total											
Cat	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
4	8147	Health Educator	1	1	0	1	0	0	0	1	0	0	0
Total (#)			1	1	0	1	0	0	0	1	0	0	0
Total (%)				100.0	0.0	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0

California State University Channel Islands

Snapshot Date: 06/30/2016

Job Group Analysis

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

EEO

		Total											
Cat	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
3	401	Analyst/Programmer 11/12	1	1	0	0	1	0	0	0	0	0	0
3	400	Analyst/Programmer 12 Mo	7	5	2	2	5	0	2	0	0	0	0
3	1173	Cnfdntl Tech Support 12 Mo	2	0	2	2	0	0	0	1	0	1	0
3	421	Info Tech Consultant 11/12	1	0	1	0	1	0	0	0	0	0	0
3	420	Info Tech Consultant 12 Mo	16	12	4	6	10	0	4	0	1	0	1
3	430	Network Analyst 12 Mo	4	4	0	1	3	0	1	0	0	0	0
3	410	Operating Sys Analyst 12 Mo	5	5	0	2	3	0	2	0	0	0	0
3	5681	Research Technician II	1	0	1	1	0	0	1	0	0	0	0
3	5680	Research Technician III	1	1	0	1	0	0	0	1	0	0	0
3	3071	SSP Academic Related I AY	2	0	2	1	1	1	0	0	0	0	0
3	3072	SSP Academic Related II 12 Mo	2	1	1	0	2	0	0	0	0	0	0
3	3070	Student Services Professional , Academic	1	0	1	1	0	0	1	0	0	0	0
Total (#)			43	29	14	17	26	1	11	2	1	1	1
Total (%)				67.4	32.6	39.5	60.5	2.3	25.6	4.7	2.3	2.3	2.3

California State University Channel Islands

Snapshot Date: 06/30/2016

Job Group Analysis

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

EEO

		Total											
Cat	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
7	2919	Librarian 10 Mo	1	0	1	0	1	0	0	0	0	0	0
7	2920	Librarian 12 Mo	8	2	6	2	6	0	1	0	0	0	1
7	2886	Library Services Spec I	2	1	1	0	2	0	0	0	0	0	0
7	2887	Library Services Spec II	3	1	2	2	1	1	0	1	0	0	0
7	2888	Library Services Spec III	3	1	2	0	3	0	0	0	0	0	0
Total (#)			17	5	12	4	13	1	1	1	0	0	1
Total (%)				29.4	70.6	23.5	76.5	5.9	5.9	5.9	0.0	0.0	5.9

California State University Channel Islands

Snapshot Date: 06/30/2016

Job Group Analysis

Job Group: 3H - Other Education Services

EEO

		Total											
Cat	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
8	1579	Instructional Support Asst III	1	1	0	1	0	1	0	0	0	0	0
8	1615	Instructional Support Tech I	4	2	2	3	1	0	0	2	0	0	1
8	1617	Instructional Support Tech II	2	1	1	1	1	0	0	1	0	0	0
8	1619	Instructional Support Tech III	3	1	2	1	2	1	0	0	0	0	0
8	2635	Stdnt Pers Tech,Financial Aids	2	1	1	2	0	0	2	0	0	0	0
Total (#)			12	6	6	8	4	2	2	3	0	0	1
Total (%)				50.0	50.0	66.7	33.3	16.7	16.7	25.0	0.0	0.0	8.3

California State University Channel Islands

Snapshot Date: 06/30/2016

Job Group Analysis

Job Group: 4A - Office and Administrative Support

EEO

		Total											
Cat	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
12	1730	Accounting Technician I	1	0	1	0	1	0	0	0	0	0	0
12	1741	Accounting Technician II	3	1	2	2	1	0	2	0	0	0	0
12	1740	Accounting Technician III	2	0	2	1	1	0	1	0	0	0	0
12	1030	Admin Support Assistant 10/12	2	0	2	1	1	0	1	0	0	0	0
12	1032	Admin Support Assistant 12 Mo	19	4	15	14	5	0	12	1	0	0	1
12	1035	Admin Support Coord 12 Mo	42	3	39	20	22	1	17	1	0	0	1
12	1170	Cnfdntl Office Support 12 Mo	2	0	2	1	1	0	0	0	0	0	1
12	1758	Collections Rep I	1	0	1	0	1	0	0	0	0	0	0
12	1504	Mail Services Supervisor I	1	0	1	0	1	0	0	0	0	0	0
12	8800	Police Dispatcher 12 Mo	5	1	4	3	2	1	2	0	0	0	0
12	1148	Presidential Aide	1	0	1	0	1	0	0	0	0	0	0
12	1550	Property Clerk I	1	1	0	1	0	0	0	1	0	0	0
12	1502	Shipping And Receivng Ast I	1	1	0	1	0	0	1	0	0	0	0
12	1506	Storekeeper I	1	1	0	0	1	0	0	0	0	0	0
Total (#)			82	12	70	44	38	2	36	3	0	0	3
Total (%)				14.6	85.4	53.7	46.3	2.4	43.9	3.7	0.0	0.0	3.7

California State University Channel Islands

Snapshot Date: 06/30/2016

Job Group Analysis

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

EEO

		Total											
Cat	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
14	6702	Building Service Engineer	1	1	0	1	0	0	1	0	0	0	0
14	6223	Laborer	4	4	0	4	0	1	2	0	1	0	0
14	6707	Lead Building Service Engineer	1	1	0	0	1	0	0	0	0	0	0
14	1508	Warehouse Worker	3	3	0	3	0	0	2	0	0	1	0
Total (#)			9	9	0	8	1	1	5	0	1	1	0
Total (%)				100.0	0.0	88.9	11.1	11.1	55.6	0.0	11.1	11.1	0.0

California State University Channel Islands

Snapshot Date: 06/30/2016

Job Group Analysis

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

EEO

Total													
Cat	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
13	6699	Air Cond/Refrig Mechanic	1	1	0	0	1	0	0	0	0	0	0
13	6533	Electrician	2	2	0	0	2	0	0	0	0	0	0
13	440	Equip Systems Specialist 12 Mo	2	2	0	2	0	1	1	0	0	0	0
13	7024	Equip Tech III, Spclized Equip	1	1	0	0	1	0	0	0	0	0	0
13	6260	Facilities Control Specialist	1	1	0	0	1	0	0	0	0	0	0
13	6940	Facilities Maintenance Mech	8	8	0	7	1	0	7	0	0	0	0
13	6265	Facilities Project Supv	3	3	0	1	2	0	1	0	0	0	0
13	6250	Facilities Worker I	1	1	0	1	0	0	1	0	0	0	0
13	6251	Facilities Worker II	7	7	0	6	1	0	6	0	0	0	0
13	6852	Lead Auto/Equip Mechanic	1	1	0	0	1	0	0	0	0	0	0
13	6475	Lead Carpenter	1	1	0	0	1	0	0	0	0	0	0
13	6532	Lead Electrician	1	0	1	0	1	0	0	0	0	0	0
13	6525	Lead Painter	1	1	0	1	0	0	1	0	0	0	0
13	6548	Lead Plumber	1	1	0	0	1	0	0	0	0	0	0
13	6642	Locksmith	1	1	0	0	1	0	0	0	0	0	0
13	6837	Mechanics Helper	1	1	0	0	1	0	0	0	0	0	0
13	6549	Plumber	1	1	0	1	0	0	1	0	0	0	0
13	6534	Sprvsng Electrician	1	1	0	0	1	0	0	0	0	0	0
13	6644	Supervising Locksmith	1	1	0	0	1	0	0	0	0	0	0
Total (#)			36	35	1	19	17	1	18	0	0	0	0
Total (%)				97.2	2.8	52.8	47.2	2.8	50.0	0.0	0.0	0.0	0.0

California State University Channel Islands

Snapshot Date: 06/30/2016

Job Group Analysis

Job Group: 5C - Service Occupations - Protective Services

EEO

		Total											
Cat	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
10	8350	Police Officer	9	8	1	1	8	0	1	0	0	0	0
10	8354	Sergeant	4	4	0	2	2	0	1	1	0	0	0
Total (#)			13	12	1	3	10	0	2	1	0	0	0
Total (%)				92.3	7.7	23.1	76.9	0.0	15.4	7.7	0.0	0.0	0.0

California State University Channel Islands

Snapshot Date: 06/30/2016

Job Group Analysis

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

EEO

		Total											
Cat	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
10	9688	Head Resident I	3	1	2	3	0	1	1	0	0	0	1
Total (#)			3	1	2	3	0	1	1	0	0	0	1
Total (%)				33.3	66.7	100.0	0.0	33.3	33.3	0.0	0.0	0.0	33.3

California State University Channel Islands

Snapshot Date: 06/30/2016

Job Group Analysis

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

EEO

		Total											
Cat	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
10	2010	Custodian	22	16	6	21	1	0	17	0	0	4	0
10	745	Gardening Specialist	1	1	0	0	1	0	0	0	0	0	0
10	731	Groundswoker	11	11	0	9	2	0	8	0	0	1	0
10	735	Irrigation Specialist	2	2	0	2	0	0	2	0	0	0	0
10	2015	Lead Custodian	5	4	1	5	0	1	3	0	0	1	0
10	726	Lead Groundswoker	2	2	0	2	0	1	1	0	0	0	0
Total (#)			43	36	7	39	4	2	31	0	0	6	0
Total (%)				83.7	16.3	90.7	9.3	4.7	72.1	0.0	0.0	14.0	0.0

California State University Channel Islands

Snapshot Date: 06/30/2016

Job Group Analysis Summary

Job Group	Total										
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
1A - Executive/Admin/Managerial	110	41	69	34	76	2	24	4	1	2	1
2A - Faculty (Instrctn/Rsrch/PubSvc)	345	160	185	104	241	8	55	26	5	8	2
3A - Business and Financial Operations-Finance Specialist	5	2	3	5	0	1	3	0	0	1	0
3B - Business and Financial Operations-Business Specialist	85	11	74	38	47	0	29	3	1	5	0
3C - Community, Social Service, Legal, Design, Entertainment,	9	5	4	5	4	2	2	1	0	0	0
3D - Community, Social Service, Legal, Design, Entertainment,	60	13	47	36	24	3	29	2	1	1	0
3E - Community, Social Service, Legal, Design, Entertainment,	1	1	0	1	0	0	0	1	0	0	0
3F - Computer, Engineering, and Science	43	29	14	17	26	1	11	2	1	1	1
3G - Librarians, Curators, and Archivists	17	5	12	4	13	1	1	1	0	0	1
3H - Other Education Services	12	6	6	8	4	2	2	3	0	0	1
4A - Office and Administrative Support	82	12	70	44	38	2	36	3	0	0	3
5A - Production, Transportation, and Material Moving	9	9	0	8	1	1	5	0	1	1	0
5B - Natural Resources, Construction, and Maintenance	36	35	1	19	17	1	18	0	0	0	0
5C - Service Occupations - Protective Services	13	12	1	3	10	0	2	1	0	0	0
5D - Service Occupations - Personal Care and Service	3	1	2	3	0	1	1	0	0	0	1
5E - Service Occupations - Building, Grounds, Cleaning, and M	43	36	7	39	4	2	31	0	0	6	0
Total (#)	873	378	495	368	505	27	249	47	10	25	10
Total (%)		43.3	56.7	42.2	57.8	3.1	28.5	5.4	1.1	2.9	1.1

California State University Channel Islands

Snapshot Date: 06/30/2016

ZIP Code Analysis

Data Used: Employee

Included Areas:

County/County Set	Count	Weight	Cut-Off Weight
Ventura, California	740	84.77	90.24
Los Angeles, California	80	9.16	9.76
Total:	820	93.93	100.00

Excluded Areas:

County/County Set	Count	Weight	Cut-Off Weight
Santa Barbara, California	30	3.44	0.00
San Diego, California	3	0.34	0.00
San Luis Obispo, California	2	0.23	0.00
Clark+Nye, Nevada	2	0.23	0.00
Contra Costa, California	2	0.23	0.00
Orange, California	2	0.23	0.00
Riverside, California	2	0.23	0.00
Lackawanna+Wyoing, Pennsylvania	1	0.11	0.00
San Bernardino, California	1	0.11	0.00
Coffee+Franklin, Tennessee	1	0.11	0.00
Alameda, California	1	0.11	0.00
Placer, California	1	0.11	0.00
Albany+Greene, New York	1	0.11	0.00
Butte, California	1	0.11	0.00
Kern, California	1	0.11	0.00
Santa Clara, California	1	0.11	0.00
Kalawao+Maui, Hawaii	1	0.11	0.00
Total:	53	6.07	0.00
Included and Excluded Total:	873	100.00	100.00

California State University Channel Islands

Snapshot Date: 06/30/2016

Availability Analysis

Job Group: 1A - Executive/Admin/Managerial

	Raw (%)										Fctr	Weighted (%)											
FACTOR	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght	M	F	MIN	W	AA	H	A	NA	PI	2+	SOURCE	
<u>External Factors</u>																							
Local	62.8	37.2	28.8	71.2	1.6	19.3	5.9	0.4	0.0	1.6	45.0	28.3	16.7	13.0	32.0	0.7	8.7	2.7	0.2	0.0	0.7	See Zip Code Analysis	
Reasonable	63.7	36.3	20.0	80.0	7.3	7.2	3.7	0.5	0.1	1.2	30.0	19.1	10.9	6.0	24.0	2.2	2.2	1.1	0.1	0.0	0.4	National	
<u>Internal Factors</u>																							
Feeders	35.3	64.7	42.0	58.0	1.8	29.9	4.8	1.2	2.6	1.6	25.0	8.8	16.2	10.5	14.5	0.4	7.5	1.2	0.3	0.7	0.4	Feeders	
Final Availability (%)												100.0	56.2	43.8	29.5	70.5	3.4	18.3	5.0	0.6	0.7	1.5	

California State University Channel Islands

Snapshot Date: 06/30/2016

Availability Analysis

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

	Raw (%)										Fctr	Weighted (%)											
FACTOR	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght	M	F	MIN	W	AA	H	A	NA	PI	2+	SOURCE	
<u>External Factors</u>																							
2A	50.4	49.6	22.9	77.1	6.3	6.3	7.6	0.4	0.0	2.3	100.0	50.4	49.6	22.9	77.1	6.3	6.3	7.6	0.4	0.0	2.3	NORC 2009-2014 - 100%	
Local	52.0	48.0	32.5	67.5	3.3	12.7	14.6	0.4	0.0	1.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	See Zip Code Analysis	
Reasonable	52.0	48.0	25.2	74.8	6.1	5.4	11.7	0.3	0.1	1.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	National	
Final Availability (%)												100.0	50.4	49.6	22.9	77.1	6.3	6.3	7.6	0.4	0.0	2.3	

California State University Channel Islands

Snapshot Date: 06/30/2016

Availability Analysis

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

	Raw (%)										Fctr	Weighted (%)											
FACTOR	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght	M	F	MIN	W	AA	H	A	NA	PI	2+	SOURCE	
<u>External Factors</u>																							
Local	39.7	60.3	33.6	66.4	6.2	12.1	14.2	0.1	0.0	1.1	50.0	19.9	30.1	16.8	33.2	3.1	6.0	7.1	0.0	0.0	0.5	See Zip Code Analysis	
<u>Internal Factors</u>																							
Feeders	12.9	87.1	44.7	55.3	0.0	34.1	3.5	1.2	5.9	0.0	50.0	6.5	43.5	22.4	27.6	0.0	17.1	1.8	0.6	2.9	0.0	Feeders	
Final Availability (%)												100.0	26.3	73.7	39.2	60.8	3.1	23.1	8.9	0.6	2.9	0.5	

California State University Channel Islands

Snapshot Date: 06/30/2016

Availability Analysis

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

	Raw (%)										Fctr	Weighted (%)												
FACTOR	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght	M	F	MIN	W	AA	H	A	NA	PI	2+	SOURCE		
<u>External Factors</u>																								
Local	50.2	49.8	31.6	68.4	2.2	14.3	14.0	0.0	0.0	1.1	75.0	37.6	37.4	23.7	51.3	1.7	10.7	10.5	0.0	0.0	0.8	See Zip Code Analysis		
<u>Internal Factors</u>																								
Feeders	21.7	78.3	56.3	43.7	5.3	38.5	7.9	0.0	0.0	4.6	25.0	5.4	19.6	14.1	10.9	1.3	9.6	2.0	0.0	0.0	1.1	Feeders		
Final Availability (%)												100.0	43.0	57.0	37.8	62.2	3.0	20.3	12.5	0.0	0.0	2.0		

California State University Channel Islands

Snapshot Date: 06/30/2016

Availability Analysis

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

Raw (%)											Fctr	Weighted (%)											SOURCE
FACTOR	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght	M	F	MIN	W	AA	H	A	NA	PI	2+		
External Factors																							
Local	28.2	71.8	34.9	65.1	4.8	24.2	3.7	0.0	0.1	2.1	100.0	28.2	71.8	34.9	65.1	4.8	24.2	3.7	0.0	0.1	2.1	See Zip Code Analysis	
Final Availability (%)											100.0	28.2	71.8	34.9	65.1	4.8	24.2	3.7	0.0	0.1	2.1		

California State University Channel Islands

Snapshot Date: 06/30/2016

Availability Analysis

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

	Raw (%)										Fctr	Weighted (%)											
FACTOR	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght	M	F	MIN	W	AA	H	A	NA	PI	2+	SOURCE	
<u>External Factors</u>																							
Local	2.7	97.3	19.8	80.2	1.6	17.2	0.9	0.0	0.0	0.1	90.0	2.4	87.6	17.8	72.2	1.5	15.5	0.8	0.0	0.0	0.1	See Zip Code Analysis	
<u>Internal Factors</u>																							
Feeders	14.1	85.9	50.7	49.3	1.6	40.7	3.6	0.4	1.9	2.5	10.0	1.4	8.6	5.1	4.9	0.2	4.1	0.4	0.0	0.2	0.2	Feeders	
Final Availability (%)												100.0	3.8	96.2	22.9	77.1	1.6	19.5	1.1	0.1	0.2	0.3	

California State University Channel Islands

Snapshot Date: 06/30/2016

Availability Analysis

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

FACTOR	Raw (%)										Fctr	Weighted (%)										SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+		M	F	MIN	W	AA	H	A	NA	PI	2+	
External Factors																						
Local	2.7	97.3	19.8	80.2	1.6	17.2	0.9	0.0	0.0	0.1	100.0	2.7	97.3	19.8	80.2	1.6	17.2	0.9	0.0	0.0	0.1	See Zip Code Analysis
Final Availability (%)											100.0	2.7	97.3	19.8	80.2	1.6	17.2	0.9	0.0	0.0	0.1	

California State University Channel Islands

Snapshot Date: 06/30/2016

Availability Analysis

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

	Raw (%)										Fctr	Weighted (%)											
FACTOR	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght	M	F	MIN	W	AA	H	A	NA	PI	2+	SOURCE	
<u>External Factors</u>																							
Local	72.4	27.6	40.9	59.1	4.6	15.1	20.1	0.3	0.6	0.3	50.0	36.2	13.8	20.5	29.5	2.3	7.5	10.0	0.1	0.3	0.1	See Zip Code Analysis	
<u>Internal Factors</u>																							
Feeders	24.0	76.0	30.5	69.5	3.9	15.2	5.1	0.4	1.9	3.9	50.0	12.0	38.0	15.3	34.7	2.0	7.6	2.6	0.2	1.0	2.0	Feeders	
Final Availability (%)												100.0	48.2	51.8	35.7	64.3	4.3	15.1	12.6	0.3	1.3	2.1	

California State University Channel Islands

Snapshot Date: 06/30/2016

Availability Analysis

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

	Raw (%)										Fctr	Weighted (%)											
FACTOR	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght	M	F	MIN	W	AA	H	A	NA	PI	2+	SOURCE	
<u>External Factors</u>																							
Local	18.4	81.6	15.2	84.8	2.8	5.6	3.1	0.0	0.0	3.8	80.0	14.8	65.2	12.2	67.8	2.2	4.5	2.5	0.0	0.0	3.0	See Zip Code Analysis	
<u>Internal Factors</u>																							
Feeders	14.6	85.4	53.7	46.3	2.4	43.9	3.7	0.0	0.0	3.7	20.0	2.9	17.1	10.7	9.3	0.5	8.8	0.7	0.0	0.0	0.7	Feeders	
Final Availability (%)												100.0	17.7	82.3	22.9	77.1	2.7	13.2	3.2	0.0	0.0	3.8	

California State University Channel Islands

Snapshot Date: 06/30/2016

Availability Analysis

Job Group: 3H - Other Education Services

	Raw (%)										Fctr	Weighted (%)										
FACTOR	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght	M	F	MIN	W	AA	H	A	NA	PI	2+	SOURCE
<u>External Factors</u>																						
Local	12.8	87.2	43.3	56.7	4.1	33.7	3.6	0.0	0.0	2.0	100.0	12.8	87.2	43.3	56.7	4.1	33.7	3.6	0.0	0.0	2.0	See Zip Code Analysis
Final Availability (%)											100.0	12.8	87.2	43.3	56.7	4.1	33.7	3.6	0.0	0.0	2.0	

California State University Channel Islands

Snapshot Date: 06/30/2016

Availability Analysis

Job Group: 4A - Office and Administrative Support

	Raw (%)										Fctr	Weighted (%)											
FACTOR	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght	M	F	MIN	W	AA	H	A	NA	PI	2+	SOURCE	
<u>External Factors</u>																							
Local	10.4	89.6	38.1	61.9	2.3	27.9	4.2	0.2	0.1	3.4	95.0	9.9	85.1	36.2	58.8	2.2	26.5	4.0	0.2	0.1	3.2	See Zip Code Analysis	
<u>Internal Factors</u>																							
Feeders	12.9	87.1	44.7	55.3	0.0	34.1	3.5	1.2	5.9	0.0	5.0	0.6	4.4	2.2	2.8	0.0	1.7	0.2	0.1	0.3	0.0	Feeders	
Final Availability (%)												100.0	10.6	89.4	38.4	61.6	2.2	28.2	4.2	0.2	0.4	3.2	

California State University Channel Islands

Snapshot Date: 06/30/2016

Availability Analysis

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

FACTOR	Raw (%)										Fctr	Weighted (%)										SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+		M	F	MIN	W	AA	H	A	NA	PI	2+	
External Factors																						
Local	83.7	16.3	69.0	31.0	1.7	63.5	1.9	0.0	0.1	1.8	100.0	83.7	16.3	69.0	31.0	1.7	63.5	1.9	0.0	0.1	1.8	See Zip Code Analysis
Final Availability (%)											100.0	83.7	16.3	69.0	31.0	1.7	63.5	1.9	0.0	0.1	1.8	

California State University Channel Islands

Snapshot Date: 06/30/2016

Availability Analysis

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

	Raw (%)										Fctr	Weighted (%)											
FACTOR	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght	M	F	MIN	W	AA	H	A	NA	PI	2+	SOURCE	
<u>External Factors</u>																							
Local	95.2	4.8	54.5	45.5	2.6	43.3	6.4	0.1	0.0	2.1	80.0	76.1	3.9	43.6	36.4	2.1	34.6	5.1	0.1	0.0	1.7	See Zip Code Analysis	
<u>Internal Factors</u>																							
Feeders	100.0	0.0	88.9	11.1	11.1	55.6	0.0	11.1	11.1	0.0	20.0	20.0	0.0	17.8	2.2	2.2	11.1	0.0	2.2	2.2	0.0	Feeders	
Final Availability (%)												100.0	96.1	3.9	61.4	38.6	4.3	45.7	5.1	2.3	2.2	1.7	

California State University Channel Islands

Snapshot Date: 06/30/2016

Availability Analysis

Job Group: 5C - Service Occupations - Protective Services

	Raw (%)										Fctr	Weighted (%)											
FACTOR	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght	M	F	MIN	W	AA	H	A	NA	PI	2+	SOURCE	
<u>External Factors</u>																							
Local	86.2	13.8	32.4	67.6	2.7	22.2	2.6	0.1	1.1	3.7	100.0	86.2	13.8	32.4	67.6	2.7	22.2	2.6	0.1	1.1	3.7	See Zip Code Analysis	
Final Availability (%)											100.0	86.2	13.8	32.4	67.6	2.7	22.2	2.6	0.1	1.1	3.7		

California State University Channel Islands

Snapshot Date: 06/30/2016

Availability Analysis

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

Raw (%)											Fctr	Weighted (%)											
FACTOR	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght	M	F	MIN	W	AA	H	A	NA	PI	2+	SOURCE	
External Factors																							
Local	3.5	96.5	35.5	64.5	1.0	2.9	0.8	0.2	0.0	30.6	100.0	3.5	96.5	35.5	64.5	1.0	2.9	0.8	0.2	0.0	30.6	See Zip Code Analysis	
Final Availability (%)											100.0	3.5	96.5	35.5	64.5	1.0	2.9	0.8	0.2	0.0	30.6		

California State University Channel Islands

Snapshot Date: 06/30/2016

Availability Analysis

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

	Raw (%)										Fctr	Weighted (%)											
FACTOR	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght	M	F	MIN	W	AA	H	A	NA	PI	2+	SOURCE	
<u>External Factors</u>																							
Local	79.5	20.5	77.2	22.8	2.4	69.8	3.3	0.2	0.1	1.4	80.0	63.6	16.4	61.7	18.3	1.9	55.9	2.6	0.1	0.1	1.1	See Zip Code Analysis	
<u>Internal Factors</u>																							
Feeders	100.0	0.0	88.9	11.1	11.1	55.6	0.0	11.1	11.1	0.0	20.0	20.0	0.0	17.8	2.2	2.2	11.1	0.0	2.2	2.2	0.0	Feeders	
Final Availability (%)												100.0	83.6	16.4	79.5	20.5	4.1	67.0	2.6	2.4	2.3	1.1	

California State University Channel Islands

Snapshot Date: 06/30/2016

Internal Availability

AAP: CSU Channel Islands

Job Group: 1A - Executive/Admin/Managerial

		Wght	Raw (%)										Weighted (%)									
Plan	Feeder	(%)	F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+		
CSU Channel Islands	2A - Faculty (Instrctn/Rsrc	25.00	53.6	30.1	69.9	2.3	15.9	7.5	1.4	2.3	0.6	13.4	7.5	17.5	0.6	4.0	1.9	0.4	0.6	0.1		
CSU Channel Islands	3B - Business and Finan	25.00	87.1	44.7	55.3	0.0	34.1	3.5	1.2	5.9	0.0	21.8	11.2	13.8	0.0	8.5	0.9	0.3	1.5	0.0		
CSU Channel Islands	3F - Computer, Engineer	25.00	32.6	39.5	60.5	2.3	25.6	4.7	2.3	2.3	2.3	8.1	9.9	15.1	0.6	6.4	1.2	0.6	0.6	0.6		
CSU Channel Islands	4A - Office and Administr	25.00	85.4	53.7	46.3	2.4	43.9	3.7	0.0	0.0	3.7	21.3	13.4	11.6	0.6	11.0	0.9	0.0	0.0	0.9		
Total:		100.00	64.7										42.0	58.0	1.8	29.9	4.8	1.2	2.6	1.6		

California State University Channel Islands

Snapshot Date: 06/30/2016

Internal Availability

AAP: CSU 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+		
CSU Channel Islands	3B - Business and Finan	100.00	87.1	44.7	55.3	0.0	34.1	3.5	1.2	5.9	0.0	87.1	44.7	55.3	0.0	34.1	3.5	1.2	5.9	0.0		
Total:		100.00											87.1	44.7	55.3	0.0	34.1	3.5	1.2	5.9	0.0	

California State University Channel Islands

Snapshot Date: 06/30/2016

Internal Availability

AAP: CSU Channel Islands

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

		Wght	Raw (%)									Weighted (%)								
Plan	Feeder	(%)	F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
CSU Channel Islands	3H - Other Education Ser	20.00	50.0	66.7	33.3	16.7	16.7	25.0	0.0	0.0	8.3	10.0	13.3	6.7	3.3	3.3	5.0	0.0	0.0	1.7
CSU Channel Islands	4A - Office and Administr	80.00	85.4	53.7	46.3	2.4	43.9	3.7	0.0	0.0	3.7	68.3	42.9	37.1	2.0	35.1	2.9	0.0	0.0	2.9
Total:		100.00	78.3									56.3	43.7	5.3	38.5	7.9	0.0	0.0	4.6	

California State University Channel Islands

Snapshot Date: 06/30/2016

Internal Availability

AAP: CSU Channel Islands

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

		Wght	Raw (%)									Weighted (%)																																																																							
Plan	Feeder	(%)	F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+																																																															
CSU Channel Islands	3B - Business and Finan	33.00	87.1	44.7	55.3	0.0	34.1	3.5	1.2	5.9	0.0	28.7	14.8	18.2	0.0	11.3	1.2	0.4	1.9	0.0																																																															
CSU Channel Islands	4A - Office and Administr	67.00	85.4	53.7	46.3	2.4	43.9	3.7	0.0	0.0	3.7	57.2	36.0	31.0	1.6	29.4	2.5	0.0	0.0	2.5																																																															
Total:		100.00	85.9									50.7									49.3									1.6									40.7									3.6									0.4									1.9									2.5								

California State University Channel Islands

Snapshot Date: 06/30/2016

Internal Availability

AAP: CSU Channel Islands

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

		Wght	Raw (%)									Weighted (%)								
Plan	Feeder	(%)	F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
CSU Channel Islands	3B - Business and Finan	33.00	87.1	44.7	55.3	0.0	34.1	3.5	1.2	5.9	0.0	28.7	14.8	18.2	0.0	11.3	1.2	0.4	1.9	0.0
CSU Channel Islands	3G - Librarians, Curators	67.00	70.6	23.5	76.5	5.9	5.9	5.9	0.0	0.0	5.9	47.3	15.8	51.2	3.9	3.9	3.9	0.0	0.0	3.9
Total:		100.00	76.0									30.5	69.5	3.9	15.2	5.1	0.4	1.9	3.9	

California State University Channel Islands

Snapshot Date: 06/30/2016

Internal Availability

AAP: CSU 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+
CSU Channel Islands	4A - Office and Administr	100.00	85.4	53.7	46.3	2.4	43.9	3.7	0.0	0.0	3.7	85.4	53.7	46.3	2.4	43.9	3.7	0.0	0.0	3.7
Total:		100.00										85.4	53.7	46.3	2.4	43.9	3.7	0.0	0.0	3.7

California State University Channel Islands

Snapshot Date: 06/30/2016

Internal Availability

AAP: CSU Channel Islands

Job Group: 4A - Office and Administrative Support

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
CSU Channel Islands	3B - Business and Finan	100.00	87.1	44.7	55.3	0.0	34.1	3.5	1.2	5.9	0.0	87.1	44.7	55.3	0.0	34.1	3.5	1.2	5.9	0.0
Total:		100.00	87.1									44.7	55.3	0.0	34.1	3.5	1.2	5.9	0.0	

California State University Channel Islands

Snapshot Date: 06/30/2016

Internal Availability

AAP: CSU 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+
CSU Channel Islands	5A - Production, Transpo	100.00	0.0	88.9	11.1	11.1	55.6	0.0	11.1	11.1	0.0	0.0	88.9	11.1	11.1	55.6	0.0	11.1	11.1	0.0
Total:		100.00										0.0	88.9	11.1	11.1	55.6	0.0	11.1	11.1	0.0

California State University Channel Islands

Snapshot Date: 06/30/2016

Internal Availability

AAP: CSU 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+
CSU Channel Islands	5A - Production, Transpo	100.00	0.0	88.9	11.1	11.1	55.6	0.0	11.1	11.1	0.0	0.0	88.9	11.1	11.1	55.6	0.0	11.1	11.1	0.0
Total:		100.00										0.0	88.9	11.1	11.1	55.6	0.0	11.1	11.1	0.0

California State University Channel Islands

Snapshot Date: 06/30/2016

Comparison of Incumbency to Availability and Placement Goals

Job Group: 1A - Executive/Admin/Managerial

Test: 80% Rule with Whole Person

Total Employees: 110

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	41	69	34	76	2	24	4	1	2	1
Employees (%)	37.3	62.7	30.9	69.1	1.8	21.8	3.6	0.9	1.8	0.9
Availability (%) Goal	56.2	43.8	29.5	70.5	3.4	18.3	5.0	0.6	0.7	1.5
Test: 80% Rule with Whole Person	YES	NO	NO	NO	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	8	0	0	0	0	0	0	0	0	0

California State University Channel Islands

Snapshot Date: 06/30/2016

Comparison of Incumbency to Availability and Placement Goals

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

Test: 80% Rule with Whole Person

Total Employees: 345

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	160	185	104	241	8	55	26	5	8	2
Employees (%)	46.4	53.6	30.1	69.9	2.3	15.9	7.5	1.4	2.3	0.6
Availability (%) Goal	50.4	49.6	22.9	77.1	6.3	6.3	7.6	0.4	0.0	2.3
Test: 80% Rule with Whole Person	NO	NO	NO	NO	YES	NO	NO	NO	NO	YES
Add'l Needed to Eliminate Problem Area (#)	0	0	0	0	9	0	0	0	0	4

California State University Channel Islands

Snapshot Date: 06/30/2016

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: 5

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	2	3	5	0	1	3	0	0	1	0
Employees (%)	40.0	60.0	100.0	0.0	20.0	60.0	0.0	0.0	20.0	0.0
Availability (%) Goal	26.3	73.7	39.2	60.8	3.1	23.1	8.9	0.6	2.9	0.5
Test: 80% Rule with Whole Person	NO	NO	NO	YES	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	2	0	0	0	0	0	0

California State University Channel Islands

Snapshot Date: 06/30/2016

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: 85

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	11	74	38	47	0	29	3	1	5	0
Employees (%)	12.9	87.1	44.7	55.3	0.0	34.1	3.5	1.2	5.9	0.0
Availability (%) Goal	43.0	57.0	37.8	62.2	3.0	20.3	12.5	0.0	0.0	2.0
Test: 80% Rule with Whole Person	YES	NO	NO	NO	YES	NO	YES	NO	NO	YES
Add'l Needed to Eliminate Problem Area (#)	18	0	0	0	2	0	5	0	0	1

California State University Channel Islands

Snapshot Date: 06/30/2016

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: 9

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	5	4	5	4	2	2	1	0	0	0
Employees (%)	55.6	44.4	55.6	44.4	22.2	22.2	11.1	0.0	0.0	0.0
Availability (%) Goal	28.2	71.8	34.9	65.1	4.8	24.2	3.7	0.0	0.1	2.1
Test: 80% Rule with Whole Person	NO	YES	NO	NO	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	1	0	0	0	0	0	0	0	0

California State University Channel Islands

Snapshot Date: 06/30/2016

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: 60

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	13	47	36	24	3	29	2	1	1	0
Employees (%)	21.7	78.3	60.0	40.0	5.0	48.3	3.3	1.7	1.7	0.0
Availability (%) Goal	3.8	96.2	22.9	77.1	1.6	19.5	1.1	0.1	0.2	0.3
Test: 80% Rule with Whole Person	NO	NO	NO	YES	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	13	0	0	0	0	0	0

California State University Channel Islands

Snapshot Date: 06/30/2016

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										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	1	0	1	0	0	0	1	0	0	0
Employees (%)	100.0	0.0	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0
Availability (%) Goal	2.7	97.3	19.8	80.2	1.6	17.2	0.9	0.0	0.0	0.1
Test: 80% Rule with Whole Person	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	0	0	0	0	0	0	0

California State University Channel Islands

Snapshot Date: 06/30/2016

Comparison of Incumbency to Availability and Placement Goals

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

Test: 80% Rule with Whole Person

Total Employees: 43

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	29	14	17	26	1	11	2	1	1	1
Employees (%)	67.4	32.6	39.5	60.5	2.3	25.6	4.7	2.3	2.3	2.3
Availability (%) Goal	48.2	51.8	35.7	64.3	4.3	15.1	12.6	0.3	1.3	2.1
Test: 80% Rule with Whole Person	NO	YES	NO	NO	NO	NO	YES	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	3	0	0	0	0	2	0	0	0

California State University Channel Islands

Snapshot Date: 06/30/2016

Comparison of Incumbency to Availability and Placement Goals

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

Test: 80% Rule with Whole Person

Total Employees: 17

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	5	12	4	13	1	1	1	0	0	1
Employees (%)	29.4	70.6	23.5	76.5	5.9	5.9	5.9	0.0	0.0	5.9
Availability (%) Goal	17.7	82.3	22.9	77.1	2.7	13.2	3.2	0.0	0.0	3.8
Test: 80% Rule with Whole Person	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	0	0	0	0	0	0	0

California State University Channel Islands

Snapshot Date: 06/30/2016

Comparison of Incumbency to Availability and Placement Goals

Job Group: 3H - Other Education Services

Test: 80% Rule with Whole Person

Total Employees: 12

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	6	6	8	4	2	2	3	0	0	1
Employees (%)	50.0	50.0	66.7	33.3	16.7	16.7	25.0	0.0	0.0	8.3
Availability (%) Goal	12.8	87.2	43.3	56.7	4.1	33.7	3.6	0.0	0.0	2.0
Test: 80% Rule with Whole Person	NO	YES	NO	YES	NO	YES	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	2	0	1	0	1	0	0	0	0

California State University Channel Islands

Snapshot Date: 06/30/2016

Comparison of Incumbency to Availability and Placement Goals

Job Group: 4A - Office and Administrative Support

Test: 80% Rule with Whole Person

Total Employees: 82

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	12	70	44	38	2	36	3	0	0	3
Employees (%)	14.6	85.4	53.7	46.3	2.4	43.9	3.7	0.0	0.0	3.7
Availability (%) Goal	10.6	89.4	38.4	61.6	2.2	28.2	4.2	0.2	0.4	3.2
Test: 80% Rule with Whole Person	NO	NO	NO	YES	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	2	0	0	0	0	0	0

California State University Channel Islands

Snapshot Date: 06/30/2016

Comparison of Incumbency to Availability and Placement Goals

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

Test: 80% Rule with Whole Person

Total Employees: 9

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	9	0	8	1	1	5	0	1	1	0
Employees (%)	100.0	0.0	88.9	11.1	11.1	55.6	0.0	11.1	11.1	0.0
Availability (%) Goal	83.7	16.3	69.0	31.0	1.7	63.5	1.9	0.0	0.1	1.8
Test: 80% Rule with Whole Person	NO	YES	NO	YES	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	1	0	1	0	0	0	0	0	0

California State University Channel Islands

Snapshot Date: 06/30/2016

Comparison of Incumbency to Availability and Placement Goals

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

Test: 80% Rule with Whole Person

Total Employees: 36

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	35	1	19	17	1	18	0	0	0	0
Employees (%)	97.2	2.8	52.8	47.2	2.8	50.0	0.0	0.0	0.0	0.0
Availability (%) Goal	96.1	3.9	61.4	38.6	4.3	45.7	5.1	2.3	2.2	1.7
Test: 80% Rule with Whole Person	NO	NO	NO	NO	NO	NO	YES	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	0	0	0	1	0	0	0

California State University Channel Islands

Snapshot Date: 06/30/2016

Comparison of Incumbency to Availability and Placement Goals

Job Group: 5C - Service Occupations - Protective Services

Test: 80% Rule with Whole Person

Total Employees: 13

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	12	1	3	10	0	2	1	0	0	0
Employees (%)	92.3	7.7	23.1	76.9	0.0	15.4	7.7	0.0	0.0	0.0
Availability (%) Goal	86.2	13.8	32.4	67.6	2.7	22.2	2.6	0.1	1.1	3.7
Test: 80% Rule with Whole Person	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	0	0	0	0	0	0	0

California State University Channel Islands

Snapshot Date: 06/30/2016

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										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	1	2	3	0	1	1	0	0	0	1
Employees (%)	33.3	66.7	100.0	0.0	33.3	33.3	0.0	0.0	0.0	33.3
Availability (%) Goal	3.5	96.5	35.5	64.5	1.0	2.9	0.8	0.2	0.0	30.6
Test: 80% Rule with Whole Person	NO	NO	NO	YES	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	1	0	0	0	0	0	0

California State University Channel Islands

Snapshot Date: 06/30/2016

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: 43

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	36	7	39	4	2	31	0	0	6	0
Employees (%)	83.7	16.3	90.7	9.3	4.7	72.1	0.0	0.0	14.0	0.0
Availability (%) Goal	83.6	16.4	79.5	20.5	4.1	67.0	2.6	2.4	2.3	1.1
Test: 80% Rule with Whole Person	NO	NO	NO	YES	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	3	0	0	0	0	0	0

California State University Channel Islands
Goals Progress

Job Group	Representation as of Previous AAP				Goal/Availability from Previous AAP	Placements*			Achieved?
	Total Employees	Gender/Race Groups	#	%		Total Placements	#	%	
2A - Faculty (Instrctn/Rsrch/PubSvc)	418	Females	225	53.83%	6.50%	57	34	59.65%	NO
		Minority	116	27.75%			21	36.84%	
		Afr. Amer.	13	3.11%			2	3.51%	
		Hispanic	60	14.35%			9	15.79%	
		Asian	27	6.46%			5	8.77%	
		Nat. Amer.	4	0.96%			1	1.75%	
		NHOPI	7	1.67%	3		5.26%		
		Two or More	5	1.20%	2.20%		1	1.75%	NO
3B - Business and Financial Operations-Business Specialist	86	Females	76	88.37%	3.00%	19	16	84.21%	NO
		Minority	43	50.00%			4	21.05%	
		Afr. Amer.	0	0.00%			0	0.00%	
		Hispanic	30	34.88%			4	21.05%	
		Asian	5	5.81%	11.80%		0	0.00%	NO
		Nat. Amer.	1	1.16%			0	0.00%	
		NHOPI	5	5.81%			0	0.00%	
		Two or More	2	2.33%			0	0.00%	

* Placements consist of hires and promotions into the target job group from 07/01/2015 to 06/30/2016

California State University Channel Islands
Goals Progress

Job Group	Representation as of Previous AAP				Goal/Availability from Previous AAP	Placements*			Achieved?
	Total Employees	Gender/Race Groups	#	%		Total Placements	#	%	
3C - Community, Social Service, Legal, Design, Entertainment, Sports, and Media - C	9	Females	4	44.44%	71.80%	1	0	0.00%	NO
		Minority	5	55.56%			0	0.00%	
		Afr. Amer.	2	22.22%			0	0.00%	
		Hispanic	2	22.22%			0	0.00%	
		Asian	1	11.11%			0	0.00%	
		Nat. Amer.	0	0.00%			0	0.00%	
		NHOPI	0	0.00%			0	0.00%	
		Two or More	0	0.00%			0	0.00%	
		3F - Computer, Engineering, and Science	41	Females			12	29.27%	
Minority	15			36.59%	3	60.00%			
Afr. Amer.	1			2.44%	0	0.00%			
Hispanic	7			17.07%	3	60.00%			
Asian	2			4.88%	12.70%	0	0.00%	NO	
Nat. Amer.	1			2.44%		0	0.00%		
NHOPI	2			4.88%		0	0.00%		
Two or More	2			4.88%		0	0.00%		
3H - Other Education Services	13	Females	6	46.15%	86.90%	1	1	100.00%	YES
		Minority	9	69.23%			1	100.00%	
		Afr. Amer.	2	15.38%			0	0.00%	
		Hispanic	3	23.08%			0	0.00%	
		Asian	3	23.08%			1	100.00%	
		Nat. Amer.	0	0.00%			0	0.00%	
		NHOPI	0	0.00%			0	0.00%	
		Two or More	1	7.69%			0	0.00%	

* Placements consist of hires and promotions into the target job group from 07/01/2015 to 06/30/2016

California State University Channel Islands
Goals Progress

Job Group	Representation as of Previous AAP				Goal/Availability from Previous AAP	Placements*			Achieved?
	Total Employees	Gender/Race Groups	#	%		Total Placements	#	%	
4A - Office and Administrative Support	87	Females	74	85.06%	4.40%	28	25	89.29%	YES
		Minority	43	49.43%			17	60.71%	
		Afr. Amer.	2	2.30%			0	0.00%	
		Hispanic	36	41.38%			13	46.43%	
		Asian	1	1.15%			2	7.14%	
		Nat. Amer.	0	0.00%			0	0.00%	
		NHOPI	0	0.00%			0	0.00%	
		Two or More	4	4.60%			2	7.14%	
5A - Production, Transportation, and Material Moving	9	Females	0	0.00%	16.30%	3	0	0.00%	NO
		Minority	7	77.78%			3	100.00%	
		Afr. Amer.	0	0.00%			1	33.33%	
		Hispanic	6	66.67%			1	33.33%	
		Asian	0	0.00%			0	0.00%	
		Nat. Amer.	0	0.00%			1	33.33%	
		NHOPI	0	0.00%			0	0.00%	
		Two or More	1	11.11%			0	0.00%	
5B - Natural Resources, Construction, and Maintenance	53	Females	1	1.89%	4.70%	7	0	0.00%	NO
		Minority	25	47.17%			4	57.14%	
		Afr. Amer.	1	1.89%			0	0.00%	
		Hispanic	23	43.40%			4	57.14%	
		Asian	0	0.00%			0	0.00%	
		Nat. Amer.	0	0.00%			0	0.00%	
		NHOPI	0	0.00%			0	0.00%	
		Two or More	1	1.89%			0	0.00%	

* Placements consist of hires and promotions into the target job group from 07/01/2015 to 06/30/2016

California State University Channel Islands

Snapshot Date: 06/30/2016

Personnel Transactions Summary

Job Group: 1A - Executive/Admin/Managerial

Transaction Dates: 07/01/2015 To 06/30/2016

	<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	27	46	1	74	2	2	4	0	0	0	1	2	3
Afr. Amer.	6	9	0	15	1	0	1	1	0	1	0	0	0
Hispanic	2	0	0	2	1	0	1	1	0	1	1	2	3
Asian	6	4	1	11	1	0	1	1	0	1	1	0	1
Nat. Amer.	1	5	0	6	0	0	0	0	0	0	1	0	1
NHOPI	0	2	0	2	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)	17	20	5	42									
Total	59	86	7	152	5	2	7	3	0	3	4	4	8
Total Minority	15	20	1	36	3	0	3	3	0	3	3	2	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	3	4	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	2	2	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	1	5	6	0	0	0
Total Minority	0	0	0	0	2	2	0	0	0

California State University Channel Islands

Snapshot Date: 06/30/2016

Personnel Transactions Summary

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

Transaction Dates: 07/01/2015 To 06/30/2016

	<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	388	315	14	717	15	21	36	22	32	54	1	4	5
Afr. Amer.	24	12	1	37	1	1	2	1	4	5	0	1	1
Hispanic	69	48	2	119	4	5	9	3	9	12	2	0	2
Asian	140	95	1	236	2	3	5	5	0	5	0	0	0
Nat. Amer.	6	4	1	11	0	1	1	0	0	0	0	0	0
NHOPI	4	12	0	16	0	3	3	0	1	1	0	0	0
Two or More	18	20	0	38	1	0	1	0	0	0	0	0	0
Unknown (Race)	50	94	92	236									
Total	699	600	111	1410	23	34	57	31	46	77	3	5	8
Total Minority	261	191	5	457	8	13	21	9	14	23	2	1	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	1	1	0	0	0	2	3	5
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	2	0	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	0	1	1	0	0	0	4	3	7
Total Minority	0	0	0	0	0	0	2	0	2

California State University Channel Islands

Snapshot Date: 06/30/2016

Personnel Transactions Summary

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

Transaction Dates: 07/01/2015 To 06/30/2016

	<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: 06/30/2016

Personnel Transactions Summary

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

Transaction Dates: 07/01/2015 To 06/30/2016

	<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	57	99	1	157	2	9	11	0	2	2	0	4	4
Afr. Amer.	4	12	0	16	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	1	1	0	0	0	1	1	2
Asian	7	14	0	21	0	0	0	0	0	0	0	0	0
Nat. Amer.	2	5	0	7	0	0	0	0	0	0	0	0	0
NHOPI	6	8	0	14	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)	29	62	5	96									
Total	105	200	6	311	2	10	12	0	2	2	1	5	6
Total Minority	19	39	0	58	0	1	1	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	4	4	0	2	2
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	1	1	1	2	3	0	2	2
Asian	0	0	0	0	0	0	0	1	1
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	1	1	1	6	7	0	5	5
Total Minority	0	1	1	1	2	3	0	3	3

California State University Channel Islands

Snapshot Date: 06/30/2016

Personnel Transactions Summary

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

Transaction Dates: 07/01/2015 To 06/30/2016

	<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	0	0	9	1	0	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	1	0	0	1	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)	7	0	2	9									
Total	17	0	2	19	1	0	1	0	0	0	0	0	0
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	1	1	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	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: 06/30/2016

Personnel Transactions Summary

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

Transaction Dates: 07/01/2015 To 06/30/2016

	<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	24	56	0	80	1	3	4	0	3	3	1	2	3
Afr. Amer.	7	9	0	16	1	0	1	0	0	0	0	0	0
Hispanic	0	0	0	0	2	1	3	0	1	1	0	1	1
Asian	4	3	0	7	0	0	0	0	0	0	0	0	0
Nat. Amer.	3	7	0	10	0	0	0	0	1	1	0	0	0
NHOPI	2	7	0	9	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)	20	56	1	77									
Total	60	138	1	199	4	4	8	0	5	5	1	3	4
Total Minority	16	26	0	42	3	1	4	0	2	2	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	2	2	0	0	0	1	5	6
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	2	2	0	1	1	0	4	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	0	0	0	0	0	0	0	0
Total	0	4	4	0	1	1	1	9	10
Total Minority	0	2	2	0	1	1	0	4	4

California State University Channel Islands

Snapshot Date: 06/30/2016

Personnel Transactions Summary

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

Transaction Dates: 07/01/2015 To 06/30/2016

	<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	9	0	15	0	0	0	0	0	0	1	0	1
Afr. Amer.	0	1	0	1	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	2	1	0	3	1	0	1	0	0	0	0	0	0
Nat. Amer.	0	2	0	2	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)	1	8	2	11									
Total	9	21	2	32	1	0	1	0	0	0	1	0	1
Total Minority	2	4	0	6	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: 06/30/2016

Personnel Transactions Summary

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

Transaction Dates: 07/01/2015 To 06/30/2016

	<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	24	30	0	54	1	1	2	0	0	0	1	1	2
Afr. Amer.	3	3	0	6	0	0	0	0	0	0	0	0	0
Hispanic	4	8	0	12	1	1	2	0	0	0	0	0	0
Asian	5	5	0	10	0	0	0	0	0	0	0	0	0
Nat. Amer.	3	0	1	4	0	0	0	0	0	0	0	0	0
NHOPI	2	3	0	5	0	0	0	0	0	0	0	0	0
Two or More	0	3	0	3	0	0	0	0	0	0	0	0	0
Unknown (Race)	6	13	5	24									
Total	47	65	6	118	2	2	4	0	0	0	1	1	2
Total Minority	17	22	1	40	1	1	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	1	1
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	1	1	0	0	0
Asian	0	0	0	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	1	1	0	1	1
Total Minority	0	0	0	0	1	1	0	0	0

California State University Channel Islands

Snapshot Date: 06/30/2016

Personnel Transactions Summary

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

Transaction Dates: 07/01/2015 To 06/30/2016

	<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	21	20	1	42	1	3	4	1	2	3	1	0	1
Afr. Amer.	1	3	0	4	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	1	1
Asian	2	2	0	4	0	0	0	0	0	0	0	0	0
Nat. Amer.	1	1	0	2	0	0	0	0	0	0	0	0	0
NHOPI	1	1	0	2	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)	5	8	6	19									
Total	31	35	7	73	1	3	4	1	2	3	1	1	2
Total Minority	5	7	0	12	0	0	0	0	0	0	0	1	1

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

California State University Channel Islands

Snapshot Date: 06/30/2016

Personnel Transactions Summary

Job Group: 3H - Other Education Services

Transaction Dates: 07/01/2015 To 06/30/2016

	<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	1	0	2	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	1	0	1
Asian	0	1	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	1	0	0	1	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	2	2	0	4	0	1	1	0	0	0	1	0	1
Total Minority	1	1	0	2	0	1	1	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	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: 06/30/2016

Personnel Transactions Summary

Job Group: 4A - Office and Administrative Support

Transaction Dates: 07/01/2015 To 06/30/2016

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	34	131	0	165	1	10	11	1	4	5	1	4	5
Afr. Amer.	3	15	0	18	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	1	11	12	1	5	6	0	2	2
Asian	9	13	0	22	1	1	2	0	0	0	0	0	0
Nat. Amer.	2	8	0	10	0	0	0	0	0	0	0	0	0
NHOPI	4	7	0	11	0	0	0	0	0	0	0	0	0
Two or More	0	3	0	3	0	2	2	0	0	0	0	0	0
Unknown (Race)	33	115	11	159									
Total	85	292	11	388	3	24	27	2	9	11	1	6	7
Total Minority	18	46	0	64	2	14	16	1	5	6	0	2	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	4	4	0	0	0	0	1	1
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	1	3	4	0	1	1	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	7	8	0	1	1	0	3	3
Total Minority	1	3	4	0	1	1	0	2	2

California State University Channel Islands

Snapshot Date: 06/30/2016

Personnel Transactions Summary

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

Transaction Dates: 07/01/2015 To 06/30/2016

	<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	10	0	0	10	0	0	0	0	0	0	0	0	0
Afr. Amer.	1	0	0	1	1	0	1	0	0	0	0	0	0
Hispanic	0	0	0	0	1	0	1	1	0	1	0	0	0
Asian	0	0	0	0	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	1	0	1	0	0	0	0	0	0
NHOPI	1	0	0	1	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)	20	1	0	21									
Total	32	1	0	33	3	0	3	1	0	1	0	0	0
Total Minority	2	0	0	2	3	0	3	1	0	1	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	1	0	1	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	1	0	1	0	0	0	0	0	0
Total Minority	1	0	1	0	0	0	0	0	0

California State University Channel Islands

Snapshot Date: 06/30/2016

Personnel Transactions Summary

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

Transaction Dates: 07/01/2015 To 06/30/2016

	<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	33	1	0	34	2	0	2	4	0	4	3	0	3
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	2	0	2	4	0	4	1	0	1
Asian	1	0	0	1	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	1	0	0	1	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)	48	0	1	49									
Total	83	1	1	85	4	0	4	8	0	8	4	0	4
Total Minority	2	0	0	2	2	0	2	4	0	4	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	1	0	1	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	2	0	2	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	3	0	3	0	0	0
Total Minority	0	0	0	2	0	2	0	0	0

California State University Channel Islands

Snapshot Date: 06/30/2016

Personnel Transactions Summary

Job Group: 5C - Service Occupations - Protective Services

Transaction Dates: 07/01/2015 To 06/30/2016

	<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	2	0	2	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	1	1	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	1	0	0	1	1	0	1	2	1	3	0	0	0
Total Minority	0	0	0	0	0	0	0	0	1	1	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: 06/30/2016

Personnel Transactions Summary

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

Transaction Dates: 07/01/2015 To 06/30/2016

	<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	5	6	0	11	0	0	0	0	0	0	0	0	0
Afr. Amer.	1	3	0	4	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)	1	3	2	6									
Total	7	12	2	21	0	0	0	0	0	0	0	0	0
Total Minority	1	3	0	4	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: 06/30/2016

Personnel Transactions Summary

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

Transaction Dates: 07/01/2015 To 06/30/2016

	<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	32	1	0	33	0	0	0	0	0	0	1	0	1
Afr. Amer.	4	0	0	4	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	7	0	7	3	0	3	1	0	1
Asian	4	0	0	4	0	0	0	0	0	0	0	0	0
Nat. Amer.	4	0	0	4	1	0	1	1	0	1	0	0	0
NHOPI	4	1	0	5	1	0	1	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	89	6	1	96									
Total	137	8	1	146	9	0	9	4	0	4	2	0	2
Total Minority	16	1	0	17	9	0	9	4	0	4	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	2	0	2	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	1	0	1
Hispanic	1	0	1	0	0	0	2	0	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	3	0	3	0	0	0	3	0	3
Total Minority	1	0	1	0	0	0	3	0	3

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

Current Snapshot Date: 06/30/2016

Category	6/30/16
Job Openings	194
Jobs Filled	188
Applicants for all jobs	2,992
Applicants who self-identified as Protected Veterans	36
Applicants Hired	164
Protected Veterans Hired	2
Hiring Benchmark**	6.9
Overall protected veterans hired (%)	1.2

* 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: 06/30/2016

Category	6/30/16		
Job Openings	194		
Jobs Filled	188		
Applicants for all jobs	2,992		
Applicants who self-identified as individual(s) with Disability	42		
Applicants Hired	164		
Individual(s) with Disability Hired	1		
Nationwide utilization goal for qualified individuals with disabilities (%)**	7.0		
Total incumbency of individuals with disabilities (%)	0.1		
Job Group	EE #	EE IWD #	EE IWD %
1A - Executive/Admin/Managerial	110	0	0.0
2A - Faculty (Instrctn/Rsrch/PubSvc)	345	0	0.0
3A - Business and Financial Operations-Finance Specialist	5	N/A	N/A
3B - Business and Financial Operations-Business Specialist	85	0	0.0
3C - Community, Social Service, Legal, Design, Entertainment, Sports, and Media - C	9	N/A	N/A
3D - Community, Social Service, Legal, Design, Entertainment, Sports, and Media - D	60	0	0.0
3E - Community, Social Service, Legal, Design, Entertainment, Sports, and Media - E	1	N/A	N/A
3F - Computer, Engineering, and Science	43	0	0.0
3G - Librarians, Curators, and Archivists	17	0	0.0
3H - Other Education Services	12	0	0.0
4A - Office and Administrative Support	82	1	1.2
5A - Production, Transportation, and Material Moving	9	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: 06/30/2016

Category	6/30/16		
Job Openings	194		
Jobs Filled	188		
Applicants for all jobs	2,992		
Applicants who self-identified as individual(s) with Disability	42		
Applicants Hired	164		
Individual(s) with Disability Hired	1		
Nationwide utilization goal for qualified individuals with disabilities (%)**	7.0		
Total incumbency of individuals with disabilities (%)	0.1		
Job Group	EE #	EE IWD #	EE IWD %
5B - Natural Resources, Construction, and Maintenance	36	0	0.0
5C - Service Occupations - Protective Services	13	0	0.0
5D - Service Occupations - Personal Care and Service	3	N/A	N/A
5E - Service Occupations - Building, Grounds, Cleaning, and Maintenance	43	0	0.0

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

** Current utilization goal as established by the OFCCP.

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

SUPPLEMENTAL REPORTS

1. EXECUTIVE SUMMARY

1. PLACEMENT GOALS SUMMARY

2. ADVERSE IMPACT SUMMARY

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Executive Summary of Affirmative Action Plan Results

California State University Channel Islands

Summary of Goals and Adverse Impact:

The following table contains the results of the utilization and adverse impact analyses conducted for the 2016-2017 Affirmative Action Plan for California State University Channel Islands. For each analysis, the job groups with potential problem areas (i.e., underutilization or statistically significant findings in a selection procedure) against women and/or total minorities are listed with those areas in red. In addition, for reference purposes the results of the prior AAP have also been listed.

Placement Goals Summary:

A goal was established if the female/minority incumbency percentage is less than 80% and that difference is at least one whole person from the female/minority availability percentage. The Placement Goal should not be mistaken as a quota. It is a “goal” percentage for females/minorities that your company should make good faith efforts to reach by increasing its recruiting efforts to find a more diverse and qualified applicant pool. See the Placement Goals Summary for more information.

Adverse Impact:

The statistical significance test determines whether chance or something other than chance caused the hiring, promotional, and/or retention rates of the disadvantaged group (e.g., females) to be less than the group with the highest rate (e.g., males). If findings are statistically significant, then the disparity has 5% or less probability of occurring by chance. If adverse impact is found and the findings are significant based on the *Fisher's Exact* (FE) Statistic, a red highlight will appear. Whenever adverse impact is found, investigation is required to explain why the disparity exists. See the Adverse Impact analyses of each plan for additional information.

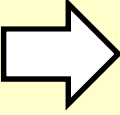
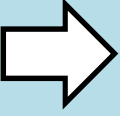
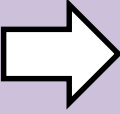
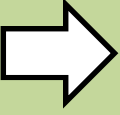
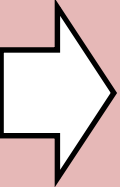
California State University Channel Islands
Summary Results on 2016-2017 AAP for Minorities and Women
Employee Data as of 08/01/2016
Transaction Period 08/01/2015 - 07/31/2016

Job Group	2016 Utilization Goals (Shortfall)						2015 Utilization Goals (Shortfall)					
	Female			Minorities			Female			Minorities		
	Avail%	Empl%	Goals	Avail%	Empl%	Goals	Avail%	Empl%	Goals	Avail%	Empl%	Goals
1A - Executive/Admin/Managerial	43.8%	62.7%		29.5%	30.9%		43.5%	60.5%		29.3%	34.2%	
2A - Faculty (Instrctn/Rsrch/PubSvc)	49.6%	53.6%		22.9%	30.1%		50.2%	53.8%		23.0%	27.8%	
3A - Business and Financial Operations-Finance	73.7%	60.0%		39.2%	100.0%		74.2%	66.7%		42.2%	83.3%	
3B - Business and Financial Operations-Business	57.0%	87.1%		37.8%	44.7%		57.5%	88.4%		37.3%	50.0%	
3C - Community, Social Service, Legal, Design, I	71.8%	44.4%	1	34.9%	55.6%		71.8%	44.4%	1	35.1%	55.6%	
3D - Community, Social Service, Legal, Design, I	96.2%	78.3%		22.9%	60.0%		95.9%	84.9%		23.2%	58.9%	
3E - Community, Social Service, Legal, Design, I	97.3%	0.0%		19.8%	100.0%		97.0%	0.0%		20.3%	0.0%	
3F - Computer, Engineering, and Science	51.8%	32.6%	3	35.7%	39.5%		50.2%	29.3%	4	40.2%	36.6%	
3G - Librarians, Curators, and Archivists	82.3%	70.6%		22.9%	23.5%		82.5%	66.7%		22.1%	33.3%	
3H - Other Education Services	87.2%	50.0%	2	43.3%	66.7%		86.9%	46.2%	3	44.0%	69.2%	
4A - Office and Administrative Support	89.4%	85.4%		38.4%	53.7%		89.4%	85.1%		38.9%	49.4%	
5A - Production, Transportation, and Material M	16.3%	0.0%	1	69.0%	88.9%		16.3%	0.0%	1	69.2%	77.8%	
5B - Natural Resources, Construction, and Maint	3.9%	2.8%		61.4%	52.8%		3.8%	1.9%		58.6%	47.2%	
5C - Service Occupations - Protective Services	13.8%	7.7%		32.4%	23.1%		13.2%	13.3%		37.6%	26.7%	
5D - Service Occupations - Personal Care and Ser	96.5%	66.7%		35.5%	100.0%		96.1%	100.0%		35.7%	100.0%	
5E - Service Occupations - Building, Grounds, Cl	16.4%	16.3%		79.5%	90.7%		15.4%	15.6%		77.8%	77.8%	

California State University Channel Islands
Summary Results on 2016-2017 AAP for Minorities and Women
Employee Data as of 08/01/2016
Transaction Period 08/01/2015 - 07/31/2016

[illegible][illegible]

Potential Problem Areas and Sample¹ Recommended Actions

Analyses		Sample Recommended Actions
Adverse Impact	Placement Goals 	<ul style="list-style-type: none"> Inform Hiring Managers/Recruiters of AAP goals for women and minorities. <ul style="list-style-type: none"> Do not allow recruiters or managers to “leap frog” more qualified men/whites with lesser qualified women/minorities: Qualifications should be the key focus. Make sure to regularly evaluate the company’s good faith efforts and make changes if the programs are not effective. Goals should be addressed through outreach and recruitment, not through hiring decisions. <u>If you are underutilized in women/minorities, then enhance your qualified applicant pool.</u>
	Hires 	<ul style="list-style-type: none"> Review the applicant file and refine the data based on the internet applicant definition. Examples: <ul style="list-style-type: none"> Only include applicants who are associated with the hires in the plan. Applicants do not belong in the file if they applied for a position <i>after</i> the last hire in the 12-month plan period. Applicants should only be listed once unless they applied for and were considered for more than one position. A hired candidate’s race and gender should be reconciled against the original applicant file. Inform Hiring Managers/Recruiters of the adverse impact. <ul style="list-style-type: none"> Do not require numerical results for Hiring Managers/Recruiters, Rather inform them regarding issues and make recommendations. Train all managers/recruiters on the selection process policy. Train all managers/recruiters on proper use of disposition codes for applicants. Hold managers/recruiters accountable for all selection decisions. DOCUMENTATION is KEY! Review the Selection Processes. <ul style="list-style-type: none"> Ensure that all selection processes are validated. Ensure that selection processes are <u>consistently applied</u>.
	Promotions 	<ul style="list-style-type: none"> Inform Managers/Recruiters of any jobs that have adverse impact. <ul style="list-style-type: none"> Train all managers/recruiters on the selection process policy. Hold managers/recruiters accountable to justify all promotion decisions. DOCUMENTATION is KEY! Review Selection Processes. <ul style="list-style-type: none"> Ensure all selection processes are validated. Ensure selection processes are <u>consistently applied</u>.
	Terminations 	<ul style="list-style-type: none"> Inform Managers of any jobs that have adverse impact. <ul style="list-style-type: none"> Train all managers on the selection process. Hold managers accountable to justify termination decisions. DOCUMENTATION is KEY! Conduct a reduction in force (RIF) analysis prior to making termination decisions. Conduct an investigation as to why employees choose to leave the company (e.g., exit interview).
Compensation 		<ul style="list-style-type: none"> Encourage a proactive analysis with executive and legal counsel approval. Conduct either proactive or reactive analyses. Conduct a Cohort analysis (i.e., file-by-file comparison). Create an analysis strategy. <ul style="list-style-type: none"> Identify the factors/variables that affect compensation. Perform t-test, where applicable. Perform regression analyses, where applicable. Contact a Consultant/Compensation expert to conduct a more in-depth compensation analysis.

¹ For a more complete list of recommended actions, please contact your AAP Consultant/HR Manager.

California State University Channel Islands

Snapshot Date: 06/30/2016

Placement Goals Summary

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
1A - Executive/Admin/Managerial <i>Total Employees: 110</i>	Females	69	62.73%	43.80%	NO	0
	Minority	34	30.91%	29.50%	NO	0
2A - Faculty (Instrctn/Rsrch/PubSvc) <i>Total Employees: 345</i>	Females	185	53.62%	49.60%	NO	0
	Minority	104	30.14%	22.90%	NO	0
3A - Business and Financial Operations-Finance Specialist <i>Total Employees: 5</i>	Females	3	60.00%	73.70%	NO	0
	Minority	5	100.00%	39.20%	NO	0
3B - Business and Financial Operations-Business Specialist <i>Total Employees: 85</i>	Females	74	87.06%	57.00%	NO	0
	Minority	38	44.71%	37.80%	NO	0
3C - Community, Social Service, Legal, Design, Entertainment, Sports, and Media - C <i>Total Employees: 9</i>	Females	4	44.44%	71.80%	YES	1
	Minority	5	55.56%	34.90%	NO	0
3D - Community, Social Service, Legal, Design, Entertainment, Sports, and Media - D <i>Total Employees: 60</i>	Females	47	78.33%	96.20%	NO	0
	Minority	36	60.00%	22.90%	NO	0
3E - Community, Social Service, Legal, Design, Entertainment, Sports, and Media - E <i>Total Employees: 1</i>	Females	0	0.00%	97.30%	NO	0
	Minority	1	100.00%	19.80%	NO	0
3F - Computer, Engineering, and Science <i>Total Employees: 43</i>	Females	14	32.56%	51.80%	YES	3
	Minority	17	39.53%	35.70%	NO	0
3G - Librarians, Curators, and Archivists <i>Total Employees: 17</i>	Females	12	70.59%	82.30%	NO	0
	Minority	4	23.53%	22.90%	NO	0
3H - Other Education Services <i>Total Employees: 12</i>	Females	6	50.00%	87.20%	YES	2
	Minority	8	66.67%	43.30%	NO	0

Eighty-Percent (80%) Plus Whole Person Rule – Underutilization is declared if the ratio of the incumbent percentage to the final availability is less than 80% AND the expected number of the at issue group exceeds the actual number by at least one whole (1.0) person.

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California State University Channel Islands

Snapshot Date: 06/30/2016

Placement Goals Summary

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
4A - Office and Administrative Support <i>Total Employees: 82</i>	Females	70	85.37%	89.40%	NO	0
	Minority	44	53.66%	38.40%	NO	0
5A - Production, Transportation, and Material Moving <i>Total Employees: 9</i>	Females	0	0.00%	16.30%	YES	1
	Minority	8	88.89%	69.00%	NO	0
5B - Natural Resources, Construction, and Maintenance <i>Total Employees: 36</i>	Females	1	2.78%	3.90%	NO	0
	Minority	19	52.78%	61.40%	NO	0
5C - Service Occupations - Protective Services <i>Total Employees: 13</i>	Females	1	7.69%	13.80%	NO	0
	Minority	3	23.08%	32.40%	NO	0
5D - Service Occupations - Personal Care and Service <i>Total Employees: 3</i>	Females	2	66.67%	96.50%	NO	0
	Minority	3	100.00%	35.50%	NO	0
5E - Service Occupations - Building, Grounds, Cleaning, and Maintenance <i>Total Employees: 43</i>	Females	7	16.28%	16.40%	NO	0
	Minority	39	90.70%	79.50%	NO	0

Eighty-Percent (80%) Plus Whole Person Rule – Underutilization is declared if the ratio of the incumbent percentage to the final availability is less than 80% AND the expected number of the at issue group exceeds the actual number by at least one whole (1.0) person.

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California State University Channel Islands

Snapshot Date: 06/30/2016

Adverse Impact: Hires

Analysis 1: Applicants vs. Hires

Transaction Period: 07/01/2015 - 06/30/2016

Job Group	Category	Applicants	Hires	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? Yes/No ³	Add. # Needed ⁴	OFCCP Shortfall ⁵
						Std Dev (Chi-Square)	Std Dev (F. Exact) ²			
1A - Executive/Admin/Managerial	Males	59	5	8.47	NO	N/A	N/A	NO	N/A	N/A
	Females	86	2	2.33	YES	1.70	1.74	NO	N/A	N/A
	White	74	4	5.41	YES	0.48	1.00	NO	N/A	N/A
	Minority	36	3	8.33	NO	N/A	N/A	NO	N/A	N/A
	Afr. Amer.	15	1	6.67	YES	0.23	0.32	NO	N/A	N/A
	Hispanic	2	1	50.00	NO	N/A	N/A	NO	N/A	N/A
	Asian	11	1	9.09	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	6	0	0.00	YES	0.76	0.42	NO	N/A	N/A
	NHOPI	2	0	0.00	YES	0.44	0.56	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
2A - Faculty (Instrctn/Rsrch/PubSvc)	Males	699	23	3.29	YES	2.08	2.10	YES	1	8
	Females	600	34	5.67	NO	N/A	N/A	NO	N/A	N/A
	White	717	36	5.02	YES	1.14	1.20	NO	N/A	N/A
	Minority	457	21	4.60	NO	N/A	N/A	NO	N/A	N/A
	Afr. Amer.	37	2	5.41	YES	0.45	0.17	NO	N/A	N/A
	Hispanic	119	9	7.56	NO	N/A	N/A	NO	N/A	N/A
	Asian	236	5	2.12	YES	2.49	2.49	YES	3	7
	Nat. Amer.	11	1	9.09	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	16	3	18.75	NO	N/A	N/A	NO	N/A	N/A
	Two or More	38	1	2.63	YES	1.08	0.93	NO	N/A	N/A

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4 - Additional number needed to hypothetically change from failing to passing to eliminate statistically significant findings (keeping total numbers constant).

5 - Based on overall selection rate.

FOR INTERNAL USE ONLY

California State University Channel Islands

Snapshot Date: 06/30/2016

Adverse Impact: Hires

Analysis 1: Applicants vs. Hires

Transaction Period: 07/01/2015 - 06/30/2016

Job Group	Category	Applicants	Hires	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? Yes/No ³	Add. # Needed ⁴	OFCCP Shortfall ⁵
						Std Dev (Chi-Square)	Std Dev (F. Exact) ²			
3B - Business and Financial Operations-Business Specialist	Males	105	2	1.90	YES	1.32	1.36	NO	N/A	N/A
	Females	200	10	5.00	NO	N/A	N/A	NO	N/A	N/A
	White	157	11	7.01	NO	N/A	N/A	NO	N/A	N/A
	Minority	58	1	1.72	YES	1.50	1.48	NO	N/A	N/A
	Afr. Amer.	16	0	0.00	YES	1.09	0.78	NO	N/A	N/A
	Hispanic	0	1	N/A	NO	N/A	N/A	NO	N/A	N/A
	Asian	21	0	0.00	YES	1.25	1.16	NO	N/A	N/A
	Nat. Amer.	7	0	0.00	YES	0.73	0.39	NO	N/A	N/A
	NHOPI	14	0	0.00	YES	1.02	0.82	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
3C - Community, Social Service, Legal, Design, Entertainment, Sports, and Media - C	Males	17	1	5.88	NO	N/A	N/A	NO	N/A	N/A
	Females	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	White	9	1	11.11	NO	N/A	N/A	NO	N/A	N/A
	Minority	1	0	0.00	YES	0.35	0.60	NO	N/A	N/A
	Afr. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Asian	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	1	0	0.00	YES	0.35	0.60	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A

1 - "Applicants" shows all external applicants.

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4 - Additional number needed to hypothetically change from failing to passing to eliminate statistically significant findings (keeping total numbers constant).

5 - Based on overall selection rate.

FOR INTERNAL USE ONLY

California State University Channel Islands

Snapshot Date: 06/30/2016

Adverse Impact: Hires

Analysis 1: Applicants vs. Hires

Transaction Period: 07/01/2015 - 06/30/2016

Job Group	Category	Applicants	Hires	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? Yes/No ³	Add. # Needed ⁴	OFCCP Shortfall ⁵
						Std Dev (Chi-Square)	Std Dev (F. Exact) ²			
3D - Community, Social Service, Legal, Design, Entertainment, Sports, and Media - D	Males	60	4	6.67	NO	N/A	N/A	NO	N/A	N/A
	Females	138	4	2.90	YES	1.24	1.35	NO	N/A	N/A
	White	80	4	5.00	NO	0.21	0.26	NO	N/A	N/A
	Minority	42	4	9.52	NO	N/A	N/A	NO	N/A	N/A
	Afr. Amer.	16	1	6.25	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	0	3	N/A	NO	N/A	N/A	NO	N/A	N/A
	Asian	7	0	0.00	YES	0.68	0.45	NO	N/A	N/A
	Nat. Amer.	10	0	0.00	YES	0.81	0.40	NO	N/A	N/A
	NHOPI	9	0	0.00	YES	0.77	0.41	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
3E - Community, Social Service, Legal, Design, Entertainment, Sports, and Media - E	Males	9	1	11.11	NO	N/A	N/A	NO	N/A	N/A
	Females	21	0	0.00	YES	1.55	1.44	NO	N/A	N/A
	White	15	0	0.00	YES	2.30	1.73	NO	N/A	N/A
	Minority	6	1	16.67	NO	N/A	N/A	NO	N/A	N/A
	Afr. Amer.	1	0	0.00	YES	0.67	0.49	NO	N/A	N/A
	Hispanic	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Asian	3	1	33.33	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	2	0	0.00	YES	0.91	0.39	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A

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3 - Yes/No determination based on results of the Fisher's Exact test (with Mid-P correction).

4 - Additional number needed to hypothetically change from failing to passing to eliminate statistically significant findings (keeping total numbers constant).

5 - Based on overall selection rate.

FOR INTERNAL USE ONLY

California State University Channel Islands

Snapshot Date: 06/30/2016

Adverse Impact: Hires

Analysis 1: Applicants vs. Hires

Transaction Period: 07/01/2015 - 06/30/2016

Job Group	Category	Applicants	Hires	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? Yes/No ³	Add. # Needed ⁴	OFCCP Shortfall ⁵
						Std Dev (Chi-Square)	Std Dev (F. Exact) ²			
3F - Computer, Engineering, and Science	Males	47	2	4.26	NO	N/A	N/A	NO	N/A	N/A
	Females	65	2	3.08	YES	0.33	0.23	NO	N/A	N/A
	White	54	2	3.70	YES	1.70	1.74	NO	N/A	N/A
	Minority	40	2	5.00	NO	N/A	N/A	NO	N/A	N/A
	Afr. Amer.	6	0	0.00	YES	1.06	1.01	NO	N/A	N/A
	Hispanic	12	2	16.67	NO	N/A	N/A	NO	N/A	N/A
	Asian	10	0	0.00	YES	1.35	0.96	NO	N/A	N/A
	Nat. Amer.	4	0	0.00	YES	0.87	0.35	NO	N/A	N/A
	NHOPI	5	0	0.00	YES	0.97	0.31	NO	N/A	N/A
	Two or More	3	0	0.00	YES	0.76	0.40	NO	N/A	N/A
3G - Librarians, Curators, and Archivists	Males	31	1	3.23	YES	0.91	0.71	NO	N/A	N/A
	Females	35	3	8.57	NO	N/A	N/A	NO	N/A	N/A
	White	42	4	9.52	NO	N/A	N/A	NO	N/A	N/A
	Minority	12	0	0.00	YES	1.11	0.86	NO	N/A	N/A
	Afr. Amer.	4	0	0.00	YES	0.65	0.44	NO	N/A	N/A
	Hispanic	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Asian	4	0	0.00	YES	0.65	0.44	NO	N/A	N/A
	Nat. Amer.	2	0	0.00	YES	0.46	0.54	NO	N/A	N/A
	NHOPI	2	0	0.00	YES	0.46	0.54	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A

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FOR INTERNAL USE ONLY

California State University Channel Islands

Snapshot Date: 06/30/2016

Adverse Impact: Hires

Analysis 1: Applicants vs. Hires

Transaction Period: 07/01/2015 - 06/30/2016

Job Group	Category	Applicants	Hires	Selection Rate (%)	80% Rule	Stat. Significance Test				
						Std Dev (Chi-Square)	Std Dev (F. Exact) ²	Impact? Yes/No ³	Add. # Needed ⁴	OFCCP Shortfall ⁵
3H - Other Education Services	Males	2	0	0.00	YES	1.15	0.32	NO	N/A	N/A
	Females	2	1	50.00	NO	N/A	N/A	NO	N/A	N/A
	White	2	0	0.00	YES	1.73	1.38	NO	N/A	N/A
	Minority	2	1	50.00	NO	N/A	N/A	NO	N/A	N/A
	Afr. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Asian	1	1	100.00	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	1	0	0.00	YES	1.41	0.32	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
4A - Office and Administrative Support	Males	85	3	3.53	YES	1.48	1.53	NO	N/A	N/A
	Females	292	24	8.22	NO	N/A	N/A	NO	N/A	N/A
	White	165	11	6.67	YES	0.42	0.66	NO	N/A	N/A
	Minority	64	16	25.00	NO	N/A	N/A	NO	N/A	N/A
	Afr. Amer.	18	0	0.00	YES	1.31	0.95	NO	N/A	N/A
	Hispanic	0	12	N/A	NO	N/A	N/A	NO	N/A	N/A
	Asian	22	2	9.09	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	10	0	0.00	YES	0.98	0.30	NO	N/A	N/A
	NHOPI	11	0	0.00	YES	1.03	0.99	NO	N/A	N/A
	Two or More	3	2	66.67	NO	N/A	N/A	NO	N/A	N/A

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FOR INTERNAL USE ONLY

California State University Channel Islands

Snapshot Date: 06/30/2016

Adverse Impact: Hires

Analysis 1: Applicants vs. Hires

Transaction Period: 07/01/2015 - 06/30/2016

Job Group	Category	Applicants	Hires	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? Yes/No ³	Add. # Needed ⁴	OFCCP Shortfall ⁵
						Std Dev (Chi-Square)	Std Dev (F. Exact) ²			
5A - Production, Transportation, and Material Moving	Males	32	3	9.38	NO	N/A	N/A	NO	N/A	N/A
	Females	1	0	0.00	YES	0.32	0.60	NO	N/A	N/A
	White	10	0	0.00	YES	3.32	2.00	YES	1	3
	Minority	2	3	150.00	NO	N/A	N/A	NO	N/A	N/A
	Afr. Amer.	1	1	100.00	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	0	1	N/A	NO	N/A	N/A	NO	N/A	N/A
	Asian	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	0	1	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	1	0	0.00	YES	1.41	0.32	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
5B - Natural Resources, Construction, and Maintenance	Males	83	4	4.82	NO	N/A	N/A	NO	N/A	N/A
	Females	1	0	0.00	YES	0.22	0.64	NO	N/A	N/A
	White	34	2	5.88	NO	N/A	N/A	NO	N/A	N/A
	Minority	2	2	100.00	NO	N/A	N/A	NO	N/A	N/A
	Afr. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	0	2	N/A	NO	N/A	N/A	NO	N/A	N/A
	Asian	1	0	0.00	YES	0.25	0.63	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	1	0	0.00	YES	0.25	0.63	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A

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5 - Based on overall selection rate.

FOR INTERNAL USE ONLY

California State University Channel Islands

Snapshot Date: 06/30/2016

Adverse Impact: Hires

Analysis 1: Applicants vs. Hires

Transaction Period: 07/01/2015 - 06/30/2016

Job Group	Category	Applicants	Hires	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? Yes/No ³	Add. # Needed ⁴	OFCCP Shortfall ⁵
						Std Dev (Chi-Square)	Std Dev (F. Exact) ²			
5C - Service Occupations - Protective Services	Males	1	1	100.00	NO	N/A	N/A	NO	N/A	N/A
	Females	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	White	1	1	100.00	NO	N/A	N/A	NO	N/A	N/A
	Minority	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Afr. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Asian	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
5E - Service Occupations - Building, Grounds, Cleaning, and Maintenance	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Males	137	9	6.57	NO	N/A	N/A	NO	N/A	N/A
	Females	8	0	0.00	YES	0.75	0.38	NO	N/A	N/A
	White	33	0	0.00	YES	2.91	1.93	NO	N/A	N/A
	Minority	17	9	52.94	NO	N/A	N/A	NO	N/A	N/A
	Afr. Amer.	4	0	0.00	YES	1.07	0.32	NO	N/A	N/A
	Hispanic	0	7	N/A	NO	N/A	N/A	NO	N/A	N/A
	Asian	4	0	0.00	YES	1.07	0.32	NO	N/A	N/A
	Nat. Amer.	4	1	25.00	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	5	1	20.00	NO	0.18	0.36	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A

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4 - Additional number needed to hypothetically change from failing to passing to eliminate statistically significant findings (keeping total numbers constant).

5 - Based on overall selection rate.

FOR INTERNAL USE ONLY

California State University Channel Islands

Snapshot Date: 06/30/2016

Adverse Impact: All Promotions

Analysis 1: Previous Headcounts vs. Promoted (All)

Transaction Period: 07/01/2015 - 06/30/2016

Job Group	Category	Available	Promoted	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? Yes/No ³	Add. # Needed ⁴	OFCCP Shortfall ⁵
						Std Dev (Chi-Square)	Std Dev (F. Exact) ²			
2A - Faculty (Instrctn/Rsrch/PubSvc)	Males	193	4	2.07	NO	N/A	N/A	NO	N/A	N/A
	Females	225	4	1.78	NO	0.22	0.17	NO	N/A	N/A
	White	302	6	1.99	YES	0.65	0.69	NO	N/A	N/A
	Minority	116	2	1.72	NO	N/A	N/A	NO	N/A	N/A
	Afr. Amer.	13	0	0.00	YES	0.67	0.44	NO	N/A	N/A
	Hispanic	60	2	3.33	NO	N/A	N/A	NO	N/A	N/A
	Asian	27	0	0.00	YES	0.96	0.30	NO	N/A	N/A
	Nat. Amer.	4	0	0.00	YES	0.37	0.58	NO	N/A	N/A
	NHOPI	7	0	0.00	YES	0.49	0.52	NO	N/A	N/A
	Two or More	5	0	0.00	YES	0.41	0.56	NO	N/A	N/A
3B - Business and Financial Operations-Business Specialist	Males	10	0	0.00	YES	0.92	0.30	NO	N/A	N/A
	Females	76	6	7.89	NO	N/A	N/A	NO	N/A	N/A
	White	43	2	4.65	YES	1.34	1.42	NO	N/A	N/A
	Minority	43	4	9.30	NO	N/A	N/A	NO	N/A	N/A
	Afr. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	30	3	10.00	YES	0.65	1.07	NO	N/A	N/A
	Asian	5	1	20.00	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	1	0	0.00	YES	0.49	0.55	NO	N/A	N/A
	NHOPI	5	0	0.00	YES	1.05	0.32	NO	N/A	N/A
	Two or More	2	0	0.00	YES	0.68	0.46	NO	N/A	N/A

1 - "Previous Headcounts" shows job group headcount from prior snapshot. Analyses requiring headcounts from the previous plan year could not be conducted for those job groups that did not exist in the previous plan year.

2 - Fisher Exact test calculated using the Lancaster Mid-P correction.

3 - Yes/No determination based on results of the Fisher's Exact test (with Mid-P correction).

4 - Additional number needed to hypothetically change from failing to passing to eliminate statistically significant findings (keeping total numbers constant).

5 - Based on overall selection rate.

FOR INTERNAL USE ONLY

California State University Channel Islands

Snapshot Date: 06/30/2016

Adverse Impact: All Promotions

Analysis 1: Previous Headcounts vs. Promoted (All)

Transaction Period: 07/01/2015 - 06/30/2016

Job Group	Category	Available	Promoted	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? Yes/No ³	Add. # Needed ⁴	OFCCP Shortfall ⁵
						Std Dev (Chi-Square)	Std Dev (F. Exact) ²			
3C - Community, Social Service, Legal, Design, Entertainment, Sports, and Media - C	Males	5	0	0.00	YES	1.19	1.22	NO	N/A	N/A
	Females	4	1	25.00	NO	N/A	N/A	NO	N/A	N/A
	White	4	0	0.00	YES	1.55	1.38	NO	N/A	N/A
	Minority	5	1	20.00	NO	N/A	N/A	NO	N/A	N/A
	Afr. Amer.	2	0	0.00	YES	1.15	0.32	NO	N/A	N/A
	Hispanic	2	1	50.00	NO	N/A	N/A	NO	N/A	N/A
	Asian	1	0	0.00	YES	0.87	0.43	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
3D - Community, Social Service, Legal, Design, Entertainment, Sports, and Media - D	Males	11	1	9.09	YES	0.92	0.59	NO	N/A	N/A
	Females	62	13	20.97	NO	N/A	N/A	NO	N/A	N/A
	White	30	8	26.67	NO	N/A	N/A	NO	N/A	N/A
	Minority	43	6	13.95	YES	1.36	1.33	NO	N/A	N/A
	Afr. Amer.	2	0	0.00	YES	0.84	0.36	NO	N/A	N/A
	Hispanic	36	6	16.67	YES	0.99	1.03	NO	N/A	N/A
	Asian	2	0	0.00	YES	0.84	0.36	NO	N/A	N/A
	Nat. Amer.	2	0	0.00	YES	0.84	0.36	NO	N/A	N/A
	NHOPI	1	0	0.00	YES	0.60	0.48	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A

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5 - Based on overall selection rate.

FOR INTERNAL USE ONLY

California State University Channel Islands

Snapshot Date: 06/30/2016

Adverse Impact: All Promotions

Analysis 1: Previous Headcounts vs. Promoted (All)

Transaction Period: 07/01/2015 - 06/30/2016

Job Group	Category	Available	Promoted	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? Yes/No ³	Add. # Needed ⁴	OFCCP Shortfall ⁵
						Std Dev (Chi-Square)	Std Dev (F. Exact) ²			
3F - Computer, Engineering, and Science	Males	29	0	0.00	YES	1.57	1.45	NO	N/A	N/A
	Females	12	1	8.33	NO	N/A	N/A	NO	N/A	N/A
	White	26	1	3.85	NO	N/A	N/A	NO	N/A	N/A
	Minority	15	0	0.00	YES	0.77	0.41	NO	N/A	N/A
	Afr. Amer.	1	0	0.00	YES	0.20	0.65	NO	N/A	N/A
	Hispanic	7	0	0.00	YES	0.53	0.52	NO	N/A	N/A
	Asian	2	0	0.00	YES	0.28	0.62	NO	N/A	N/A
	Nat. Amer.	1	0	0.00	YES	0.20	0.65	NO	N/A	N/A
	NHOPI	2	0	0.00	YES	0.28	0.62	NO	N/A	N/A
	Two or More	2	0	0.00	YES	0.28	0.62	NO	N/A	N/A
3G - Librarians, Curators, and Archivists	Males	7	1	14.29	NO	N/A	N/A	NO	N/A	N/A
	Females	14	0	0.00	YES	1.45	1.38	NO	N/A	N/A
	White	14	1	7.14	NO	N/A	N/A	NO	N/A	N/A
	Minority	7	0	0.00	YES	0.72	0.43	NO	N/A	N/A
	Afr. Amer.	1	0	0.00	YES	0.28	0.62	NO	N/A	N/A
	Hispanic	3	0	0.00	YES	0.48	0.54	NO	N/A	N/A
	Asian	1	0	0.00	YES	0.28	0.62	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	1	0	0.00	YES	0.28	0.62	NO	N/A	N/A
	Two or More	1	0	0.00	YES	0.28	0.62	NO	N/A	N/A

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FOR INTERNAL USE ONLY

California State University Channel Islands

Snapshot Date: 06/30/2016

Adverse Impact: All Promotions

Analysis 1: Previous Headcounts vs. Promoted (All)

Transaction Period: 07/01/2015 - 06/30/2016

Job Group	Category	Available	Promoted	Selection Rate (%)	80% Rule	Stat. Significance Test				
						Std Dev (Chi-Square)	Std Dev (F. Exact) ²	Impact? Yes/No ³	Add. # Needed ⁴	OFCCP Shortfall ⁵
4A - Office and Administrative Support	Males	13	1	7.69	YES	0.58	0.21	NO	N/A	N/A
	Females	74	10	13.51	NO	N/A	N/A	NO	N/A	N/A
	White	44	5	11.36	YES	0.69	0.79	NO	N/A	N/A
	Minority	43	6	13.95	NO	N/A	N/A	NO	N/A	N/A
	Afr. Amer.	2	0	0.00	YES	0.63	0.46	NO	N/A	N/A
	Hispanic	36	6	16.67	NO	N/A	N/A	NO	N/A	N/A
	Asian	1	0	0.00	YES	0.45	0.55	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	4	0	0.00	YES	0.89	0.32	NO	N/A	N/A
5A - Production, Transportation, and Material Moving	Males	9	1	11.11	NO	N/A	N/A	NO	N/A	N/A
	Females	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	White	2	0	0.00	YES	0.62	0.49	NO	N/A	N/A
	Minority	7	1	14.29	NO	N/A	N/A	NO	N/A	N/A
	Afr. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	6	1	16.67	NO	N/A	N/A	NO	N/A	N/A
	Asian	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	1	0	0.00	YES	0.44	0.57	NO	N/A	N/A

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FOR INTERNAL USE ONLY

California State University Channel Islands

Snapshot Date: 06/30/2016

Adverse Impact: All Promotions

Analysis 1: Previous Headcounts vs. Promoted (All)

Transaction Period: 07/01/2015 - 06/30/2016

Job Group	Category	Available	Promoted	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? Yes/No ³	Add. # Needed ⁴	OFCCP Shortfall ⁵
						Std Dev (Chi-Square)	Std Dev (F. Exact) ²			
5E - Service Occupations - Building, Grounds, Cleaning, and Maintenance	Males	38	6	15.79	NO	N/A	N/A	NO	N/A	N/A
	Females	7	0	0.00	YES	1.13	0.84	NO	N/A	N/A
	White	10	2	20.00	YES	0.89	1.15	NO	N/A	N/A
	Minority	35	4	11.43	NO	N/A	N/A	NO	N/A	N/A
	Afr. Amer.	2	1	50.00	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	27	3	11.11	YES	1.54	1.48	NO	N/A	N/A
	Asian	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	5	0	0.00	YES	1.71	1.47	NO	N/A	N/A
	Two or More	1	0	0.00	YES	0.87	0.43	NO	N/A	N/A

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FOR INTERNAL USE ONLY

California State University Channel Islands

Snapshot Date: 06/30/2016

Adverse Impact: Involuntary Terminations

Analysis 1: Previous Headcounts vs. Retained - Involuntary

Transaction Period: 07/01/2015 - 06/30/2016

Job Group	Category	Available	Retained ⁶	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? ³ Yes/No	Add. # Needed ⁴	OFCCP Shortfall ⁵
						Std Dev (Chi-Square)	Std Dev (F. Exact) ²			
1A - Executive/Admin/Managerial	Males	45	42	93.33	NO	N/A	N/A	NO	N/A	N/A
	Females	69	69	100.00	NO	N/A	N/A	NO	N/A	N/A
	White	75	75	100.00	NO	N/A	N/A	NO	N/A	N/A
	Minority	39	36	92.31	NO	2.43	2.35	YES	1	2
	Afr. Amer.	3	2	66.67	YES	5.03	2.34	YES	1	1
	Hispanic	24	23	95.83	NO	1.78	1.55	NO	N/A	N/A
	Asian	4	3	75.00	YES	4.36	2.24	YES	1	1
	Nat. Amer.	2	2	100.00	NO	0.00	0.67	NO	N/A	N/A
	NHOPI	2	2	100.00	NO	0.00	0.67	NO	N/A	N/A
	Two or More	4	4	100.00	NO	0.00	0.67	NO	N/A	N/A
2A - Faculty (Instrctn/Rsrch/PubSvc)	Males	193	162	83.94	NO	N/A	N/A	NO	N/A	N/A
	Females	225	179	79.56	NO	1.15	1.20	NO	N/A	N/A
	White	302	248	82.12	NO	N/A	N/A	NO	N/A	N/A
	Minority	116	93	80.17	NO	0.46	0.49	NO	N/A	N/A
	Afr. Amer.	13	8	61.54	YES	1.86	1.99	YES	1	3
	Hispanic	60	48	80.00	NO	0.39	0.45	NO	N/A	N/A
	Asian	27	22	81.48	NO	0.08	0.13	NO	N/A	N/A
	Nat. Amer.	4	4	100.00	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	7	6	85.71	NO	N/A	N/A	NO	N/A	N/A
	Two or More	5	5	100.00	NO	N/A	N/A	NO	N/A	N/A

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FOR INTERNAL USE ONLY

California State University Channel Islands

Snapshot Date: 06/30/2016

Adverse Impact: Involuntary Terminations

Analysis 1: Previous Headcounts vs. Retained - Involuntary

Transaction Period: 07/01/2015 - 06/30/2016

Job Group	Category	Available	Retained ⁶	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? ³ Yes/No	Add. # Needed ⁴	OFCCP Shortfall ⁵
						Std Dev (Chi-Square)	Std Dev (F. Exact) ²			
3B - Business and Financial Operations-Business Specialist	Males	10	10	100.00	NO	N/A	N/A	NO	N/A	N/A
	Females	76	74	97.37	NO	0.52	0.51	NO	N/A	N/A
	White	43	41	95.35	NO	0.31	0.61	NO	N/A	N/A
	Minority	43	43	100.00	NO	N/A	N/A	NO	N/A	N/A
	Afr. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	30	30	100.00	NO	0.00	0.67	NO	N/A	N/A
	Asian	5	5	100.00	NO	0.00	0.67	NO	N/A	N/A
	Nat. Amer.	1	1	100.00	NO	0.00	0.67	NO	N/A	N/A
	NHOPI	5	5	100.00	NO	0.00	0.67	NO	N/A	N/A
	Two or More	2	2	100.00	NO	N/A	N/A	NO	N/A	N/A
3D - Community, Social Service, Legal, Design, Entertainment, Sports, and Media - D	Males	11	11	100.00	NO	N/A	N/A	NO	N/A	N/A
	Females	62	57	91.94	NO	0.98	0.27	NO	N/A	N/A
	White	30	27	90.00	NO	0.47	0.54	NO	N/A	N/A
	Minority	43	41	95.35	NO	N/A	N/A	NO	N/A	N/A
	Afr. Amer.	2	2	100.00	NO	0.00	0.67	NO	N/A	N/A
	Hispanic	36	35	97.22	NO	0.24	0.63	NO	N/A	N/A
	Asian	2	2	100.00	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	2	1	50.00	YES	1.15	0.32	NO	N/A	N/A
	NHOPI	1	1	100.00	NO	0.00	0.67	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A

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California State University Channel Islands

Snapshot Date: 06/30/2016

Adverse Impact: Involuntary Terminations

Analysis 1: Previous Headcounts vs. Retained - Involuntary

Transaction Period: 07/01/2015 - 06/30/2016

Job Group	Category	Available	Retained ⁶	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? ³ Yes/No	Add. # Needed ⁴	OFCCP Shortfall ⁵
						Std Dev (Chi-Square)	Std Dev (F. Exact) ²			
3G - Librarians, Curators, and Archivists	Males	7	6	85.71	NO	0.00	0.30	NO	N/A	N/A
	Females	14	12	85.71	NO	N/A	N/A	NO	N/A	N/A
	White	14	11	78.57	YES	0.52	0.52	NO	N/A	N/A
	Minority	7	7	100.00	NO	N/A	N/A	NO	N/A	N/A
	Afr. Amer.	1	1	100.00	NO	0.00	0.67	NO	N/A	N/A
	Hispanic	3	3	100.00	NO	0.00	0.67	NO	N/A	N/A
	Asian	1	1	100.00	NO	0.00	0.67	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	1	1	100.00	NO	0.00	0.67	NO	N/A	N/A
	Two or More	1	1	100.00	NO	N/A	N/A	NO	N/A	N/A
4A - Office and Administrative Support	Males	13	11	84.62	NO	0.32	0.65	NO	N/A	N/A
	Females	74	65	87.84	NO	N/A	N/A	NO	N/A	N/A
	White	44	39	88.64	NO	0.71	0.41	NO	N/A	N/A
	Minority	43	37	86.05	NO	N/A	N/A	NO	N/A	N/A
	Afr. Amer.	2	2	100.00	NO	0.00	0.67	NO	N/A	N/A
	Hispanic	36	30	83.33	NO	0.89	0.32	NO	N/A	N/A
	Asian	1	1	100.00	NO	0.00	0.67	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	4	4	100.00	NO	N/A	N/A	NO	N/A	N/A

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California State University Channel Islands

Snapshot Date: 06/30/2016

Adverse Impact: Involuntary Terminations

Analysis 1: Previous Headcounts vs. Retained - Involuntary

Transaction Period: 07/01/2015 - 06/30/2016

Job Group	Category	Available	Retained ⁶	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? ³ Yes/No	Add. # Needed ⁴	OFCCP Shortfall ⁵
						Std Dev (Chi-Square)	Std Dev (F. Exact) ²			
5A - Production, Transportation, and Material Moving	Males	9	8	88.89	NO	N/A	N/A	NO	N/A	N/A
	Females	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	White	2	2	100.00	NO	0.00	0.67	NO	N/A	N/A
	Minority	7	6	85.71	NO	N/A	N/A	NO	N/A	N/A
	Afr. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	6	5	83.33	NO	0.44	0.57	NO	N/A	N/A
	Asian	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	1	1	100.00	NO	N/A	N/A	NO	N/A	N/A
5B - Natural Resources, Construction, and Maintenance	Males	52	44	84.62	NO	N/A	N/A	NO	N/A	N/A
	Females	1	1	100.00	NO	N/A	N/A	NO	N/A	N/A
	White	28	24	85.71	NO	N/A	N/A	NO	N/A	N/A
	Minority	25	21	84.00	NO	0.17	0.18	NO	N/A	N/A
	Afr. Amer.	1	1	100.00	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	23	19	82.61	NO	0.30	0.18	NO	N/A	N/A
	Asian	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	1	1	100.00	NO	N/A	N/A	NO	N/A	N/A

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Adverse Impact: Involuntary Terminations

Analysis 1: Previous Headcounts vs. Retained - Involuntary

Transaction Period: 07/01/2015 - 06/30/2016

Job Group	Category	Available	Retained ⁶	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? ³ Yes/No	Add. # Needed ⁴	OFCCP Shortfall ⁵
						Std Dev (Chi-Square)	Std Dev (F. Exact) ²			
5C - Service Occupations - Protective Services	Males	13	11	84.62	NO	N/A	N/A	NO	N/A	N/A
	Females	2	1	50.00	YES	1.14	1.28	NO	N/A	N/A
	White	11	9	81.82	NO	0.47	0.55	NO	N/A	N/A
	Minority	4	3	75.00	NO	N/A	N/A	NO	N/A	N/A
	Afr. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	3	2	66.67	YES	0.67	0.49	NO	N/A	N/A
	Asian	1	1	100.00	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
5E - Service Occupations - Building, Grounds, Cleaning, and Maintenance	Males	38	34	89.47	NO	0.90	0.32	NO	N/A	N/A
	Females	7	7	100.00	NO	N/A	N/A	NO	N/A	N/A
	White	10	10	100.00	NO	0.00	0.67	NO	N/A	N/A
	Minority	35	32	91.43	NO	N/A	N/A	NO	N/A	N/A
	Afr. Amer.	2	2	100.00	NO	0.00	0.67	NO	N/A	N/A
	Hispanic	27	24	88.89	NO	0.35	0.59	NO	N/A	N/A
	Asian	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	0	-1	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	5	5	100.00	NO	0.00	0.67	NO	N/A	N/A
	Two or More	1	1	100.00	NO	N/A	N/A	NO	N/A	N/A

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California State University Channel Islands

Snapshot Date: 06/30/2016

Adverse Impact: Voluntary Terminations

Analysis 1: Previous Headcounts vs. Retained - Voluntary

Transaction Period: 07/01/2015 - 06/30/2016

Job Group	Category	Available	Retained ⁶	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? ³ Yes/No	Add. # Needed ⁴	OFCCP Shortfall ⁵
						Std Dev (Chi-Square)	Std Dev (F. Exact) ²			
1A - Executive/Admin/Managerial	Males	45	41	91.11	NO	0.63	0.53	NO	N/A	N/A
	Females	69	65	94.20	NO	N/A	N/A	NO	N/A	N/A
	White	75	72	96.00	NO	0.41	0.56	NO	N/A	N/A
	Minority	39	34	87.18	NO	N/A	N/A	NO	N/A	N/A
	Afr. Amer.	3	3	100.00	NO	0.00	0.67	NO	N/A	N/A
	Hispanic	24	21	87.50	NO	0.75	0.40	NO	N/A	N/A
	Asian	4	3	75.00	YES	1.07	0.32	NO	N/A	N/A
	Nat. Amer.	2	1	50.00	YES	1.55	1.38	NO	N/A	N/A
	NHOPI	2	2	100.00	NO	0.00	0.67	NO	N/A	N/A
	Two or More	4	4	100.00	NO	N/A	N/A	NO	N/A	N/A
2A - Faculty (Instrctn/Rsrch/PubSvc)	Males	193	190	98.45	NO	N/A	N/A	NO	N/A	N/A
	Females	225	220	97.78	NO	0.50	0.52	NO	N/A	N/A
	White	302	297	98.34	NO	0.67	0.42	NO	N/A	N/A
	Minority	116	113	97.41	NO	N/A	N/A	NO	N/A	N/A
	Afr. Amer.	13	12	92.31	NO	1.46	1.40	NO	N/A	N/A
	Hispanic	60	58	96.67	NO	0.96	0.30	NO	N/A	N/A
	Asian	27	27	100.00	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	4	4	100.00	NO	0.00	0.67	NO	N/A	N/A
	NHOPI	7	7	100.00	NO	0.00	0.67	NO	N/A	N/A
	Two or More	5	5	100.00	NO	0.00	0.67	NO	N/A	N/A

1 - "Previous Headcounts" shows job group headcount from prior snapshot. Analyses requiring headcounts from the previous plan year could not be conducted for those job groups that did not exist in the previous plan year.

2 - Fisher Exact test calculated using the Lancaster Mid-P correction.

3 - Yes/No determination based on results of the Fisher's Exact test (with Mid-P correction).

4 - Additional number needed to hypothetically change from failing to passing to eliminate statistically significant findings (keeping total numbers constant).

5 - Based on overall selection rate.

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California State University Channel Islands

Snapshot Date: 06/30/2016

Adverse Impact: Voluntary Terminations

Analysis 1: Previous Headcounts vs. Retained - Voluntary

Transaction Period: 07/01/2015 - 06/30/2016

Job Group	Category	Available	Retained ⁶	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? ³ Yes/No	Add. # Needed ⁴	OFCCP Shortfall ⁵
						Std Dev (Chi-Square)	Std Dev (F. Exact) ²			
3B - Business and Financial Operations-Business Specialist	Males	10	9	90.00	NO	0.40	0.96	NO	N/A	N/A
	Females	76	71	93.42	NO	N/A	N/A	NO	N/A	N/A
	White	43	39	90.70	NO	0.45	0.54	NO	N/A	N/A
	Minority	43	41	95.35	NO	N/A	N/A	NO	N/A	N/A
	Afr. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	30	28	93.33	NO	0.38	0.58	NO	N/A	N/A
	Asian	5	5	100.00	NO	0.00	0.67	NO	N/A	N/A
	Nat. Amer.	1	1	100.00	NO	0.00	0.67	NO	N/A	N/A
	NHOPI	5	5	100.00	NO	0.00	0.67	NO	N/A	N/A
	Two or More	2	2	100.00	NO	N/A	N/A	NO	N/A	N/A
3D - Community, Social Service, Legal, Design, Entertainment, Sports, and Media - D	Males	11	10	90.91	NO	0.57	1.04	NO	N/A	N/A
	Females	62	59	95.16	NO	N/A	N/A	NO	N/A	N/A
	White	30	27	90.00	NO	0.47	0.54	NO	N/A	N/A
	Minority	43	42	97.67	NO	N/A	N/A	NO	N/A	N/A
	Afr. Amer.	2	2	100.00	NO	0.00	0.67	NO	N/A	N/A
	Hispanic	36	35	97.22	NO	0.24	0.63	NO	N/A	N/A
	Asian	2	2	100.00	NO	0.00	0.67	NO	N/A	N/A
	Nat. Amer.	2	2	100.00	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	1	1	100.00	NO	0.00	0.67	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A

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3 - Yes/No determination based on results of the Fisher's Exact test (with Mid-P correction).

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California State University Channel Islands

Snapshot Date: 06/30/2016

Adverse Impact: Voluntary Terminations

Analysis 1: Previous Headcounts vs. Retained - Voluntary

Transaction Period: 07/01/2015 - 06/30/2016

Job Group	Category	Available	Retained ⁶	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? ³ Yes/No	Add. # Needed ⁴	OFCCP Shortfall ⁵
						Std Dev (Chi-Square)	Std Dev (F. Exact) ²			
3E - Community, Social Service, Legal, Design, Entertainment, Sports, and Media - E	Males	1	0	0.00	NO	N/A	N/A	NO	N/A	N/A
	Females	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	White	1	0	0.00	NO	N/A	N/A	NO	N/A	N/A
	Minority	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Afr. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Asian	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
3F - Computer, Engineering, and Science	Males	29	28	96.55	NO	N/A	N/A	NO	N/A	N/A
	Females	12	11	91.67	NO	0.66	1.05	NO	N/A	N/A
	White	26	24	92.31	NO	0.41	0.57	NO	N/A	N/A
	Minority	15	15	100.00	NO	N/A	N/A	NO	N/A	N/A
	Afr. Amer.	1	1	100.00	NO	0.00	0.67	NO	N/A	N/A
	Hispanic	7	7	100.00	NO	0.00	0.67	NO	N/A	N/A
	Asian	2	2	100.00	NO	0.00	0.67	NO	N/A	N/A
	Nat. Amer.	1	1	100.00	NO	0.00	0.67	NO	N/A	N/A
	NHOPI	2	2	100.00	NO	0.00	0.67	NO	N/A	N/A
	Two or More	2	2	100.00	NO	N/A	N/A	NO	N/A	N/A

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3 - Yes/No determination based on results of the Fisher's Exact test (with Mid-P correction).

4 - Additional number needed to hypothetically change from failing to passing to eliminate statistically significant findings (keeping total numbers constant).

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California State University Channel Islands

Snapshot Date: 06/30/2016

Adverse Impact: Voluntary Terminations

Analysis 1: Previous Headcounts vs. Retained - Voluntary

Transaction Period: 07/01/2015 - 06/30/2016

Job Group	Category	Available	Retained ⁶	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? ³ Yes/No	Add. # Needed ⁴	OFCCP Shortfall ⁵
						Std Dev (Chi-Square)	Std Dev (F. Exact) ²			
3G - Librarians, Curators, and Archivists	Males	7	6	85.71	NO	0.53	0.30	NO	N/A	N/A
	Females	14	13	92.86	NO	N/A	N/A	NO	N/A	N/A
	White	14	13	92.86	NO	0.28	0.62	NO	N/A	N/A
	Minority	7	6	85.71	NO	N/A	N/A	NO	N/A	N/A
	Afr. Amer.	1	1	100.00	NO	0.00	0.67	NO	N/A	N/A
	Hispanic	3	2	66.67	YES	0.67	0.49	NO	N/A	N/A
	Asian	1	1	100.00	NO	0.00	0.67	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	1	1	100.00	NO	0.00	0.67	NO	N/A	N/A
	Two or More	1	1	100.00	NO	N/A	N/A	NO	N/A	N/A
3H - Other Education Services	Males	7	6	85.71	NO	0.96	0.34	NO	N/A	N/A
	Females	6	6	100.00	NO	N/A	N/A	NO	N/A	N/A
	White	4	4	100.00	NO	0.00	0.67	NO	N/A	N/A
	Minority	9	8	88.89	NO	N/A	N/A	NO	N/A	N/A
	Afr. Amer.	2	2	100.00	NO	0.00	0.67	NO	N/A	N/A
	Hispanic	3	2	66.67	YES	0.67	0.49	NO	N/A	N/A
	Asian	3	3	100.00	NO	0.00	0.67	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	1	1	100.00	NO	N/A	N/A	NO	N/A	N/A

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California State University Channel Islands

Snapshot Date: 06/30/2016

Adverse Impact: Voluntary Terminations

Analysis 1: Previous Headcounts vs. Retained - Voluntary

Transaction Period: 07/01/2015 - 06/30/2016

Job Group	Category	Available	Retained ⁶	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? ³ Yes/No	Add. # Needed ⁴	OFCCP Shortfall ⁵
						Std Dev (Chi-Square)	Std Dev (F. Exact) ²			
4A - Office and Administrative Support	Males	13	12	92.31	NO	N/A	N/A	NO	N/A	N/A
	Females	74	68	91.89	NO	0.05	0.26	NO	N/A	N/A
	White	44	39	88.64	NO	0.71	0.41	NO	N/A	N/A
	Minority	43	41	95.35	NO	N/A	N/A	NO	N/A	N/A
	Afr. Amer.	2	2	100.00	NO	0.00	0.67	NO	N/A	N/A
	Hispanic	36	34	94.44	NO	0.48	0.53	NO	N/A	N/A
	Asian	1	1	100.00	NO	0.00	0.67	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	4	4	100.00	NO	N/A	N/A	NO	N/A	N/A
5B - Natural Resources, Construction, and Maintenance	Males	52	48	92.31	NO	N/A	N/A	NO	N/A	N/A
	Females	1	1	100.00	NO	N/A	N/A	NO	N/A	N/A
	White	28	25	89.29	NO	0.84	0.73	NO	N/A	N/A
	Minority	25	24	96.00	NO	N/A	N/A	NO	N/A	N/A
	Afr. Amer.	1	1	100.00	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	23	22	95.65	NO	N/A	N/A	NO	N/A	N/A
	Asian	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	1	1	100.00	NO	N/A	N/A	NO	N/A	N/A

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California State University Channel Islands

Snapshot Date: 06/30/2016

Adverse Impact: Voluntary Terminations

Analysis 1: Previous Headcounts vs. Retained - Voluntary

Transaction Period: 07/01/2015 - 06/30/2016

Job Group	Category	Available	Retained ⁶	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? ³ Yes/No	Add. # Needed ⁴	OFCCP Shortfall ⁵
						Std Dev (Chi-Square)	Std Dev (F. Exact) ²			
5E - Service Occupations - Building, Grounds, Cleaning, and Maintenance	Males	38	36	94.74	NO	0.62	0.46	NO	N/A	N/A
	Females	7	7	100.00	NO	N/A	N/A	NO	N/A	N/A
	White	10	9	90.00	NO	0.33	0.60	NO	N/A	N/A
	Minority	35	34	97.14	NO	N/A	N/A	NO	N/A	N/A
	Afr. Amer.	2	2	100.00	NO	0.00	0.67	NO	N/A	N/A
	Hispanic	27	26	96.30	NO	0.20	0.65	NO	N/A	N/A
	Asian	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	5	5	100.00	NO	0.00	0.67	NO	N/A	N/A
	Two or More	1	1	100.00	NO	N/A	N/A	NO	N/A	N/A

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California State University Channel Islands

Snapshot Date: 06/30/2016

Adverse Impact: All Terminations (Involuntary + Voluntary)

Analysis 1: Previous Headcounts vs. Retained - All

Transaction Period: 07/01/2015 - 06/30/2016

Job Group	Category	Available	Retained ⁶	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? ³ Yes/No	Add. # Needed ⁴	OFCCP Shortfall ⁵
						Std Dev (Chi-Square)	Std Dev (F. Exact) ²			
1A - Executive/Admin/Managerial	Males	45	38	84.44	NO	N/A	N/A	NO	N/A	N/A
	Females	69	65	94.20	NO	N/A	N/A	NO	N/A	N/A
	White	75	72	96.00	NO	N/A	N/A	NO	N/A	N/A
	Minority	39	31	79.49	NO	2.83	2.86	YES	3	5
	Afr. Amer.	3	2	66.67	YES	2.26	1.77	NO	N/A	N/A
	Hispanic	24	20	83.33	NO	2.11	2.14	YES	1	2
	Asian	4	2	50.00	YES	3.68	2.59	YES	1	2
	Nat. Amer.	2	1	50.00	YES	2.89	1.94	NO	N/A	N/A
	NHOPI	2	2	100.00	NO	N/A	N/A	NO	N/A	N/A
	Two or More	4	4	100.00	NO	N/A	N/A	NO	N/A	N/A
2A - Faculty (Instrctn/Rsrch/PubSvc)	Males	193	159	82.38	NO	N/A	N/A	NO	N/A	N/A
	Females	225	174	77.33	NO	1.28	1.28	NO	N/A	N/A
	White	302	243	80.46	NO	N/A	N/A	NO	N/A	N/A
	Minority	116	90	77.59	NO	0.65	0.74	NO	N/A	N/A
	Afr. Amer.	13	7	53.85	YES	2.32	2.34	YES	1	4
	Hispanic	60	46	76.67	NO	0.67	0.79	NO	N/A	N/A
	Asian	27	22	81.48	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	4	4	100.00	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	7	6	85.71	NO	N/A	N/A	NO	N/A	N/A
	Two or More	5	5	100.00	NO	N/A	N/A	NO	N/A	N/A

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California State University Channel Islands

Snapshot Date: 06/30/2016

Adverse Impact: All Terminations (Involuntary + Voluntary)

Analysis 1: Previous Headcounts vs. Retained - All

Transaction Period: 07/01/2015 - 06/30/2016

Job Group	Category	Available	Retained ⁶	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? ³ Yes/No	Add. # Needed ⁴	OFCCP Shortfall ⁵
						Std Dev (Chi-Square)	Std Dev (F. Exact) ²			
3B - Business and Financial Operations-Business Specialist	Males	10	9	90.00	NO	0.08	0.26	NO	N/A	N/A
	Females	76	69	90.79	NO	N/A	N/A	NO	N/A	N/A
	White	43	37	86.05	NO	0.57	0.49	NO	N/A	N/A
	Minority	43	41	95.35	NO	N/A	N/A	NO	N/A	N/A
	Afr. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	30	28	93.33	NO	0.38	0.58	NO	N/A	N/A
	Asian	5	5	100.00	NO	0.00	0.67	NO	N/A	N/A
	Nat. Amer.	1	1	100.00	NO	0.00	0.67	NO	N/A	N/A
	NHOPI	5	5	100.00	NO	0.00	0.67	NO	N/A	N/A
	Two or More	2	2	100.00	NO	N/A	N/A	NO	N/A	N/A
3D - Community, Social Service, Legal, Design, Entertainment, Sports, and Media - D	Males	11	10	90.91	NO	N/A	N/A	NO	N/A	N/A
	Females	62	54	87.10	NO	0.35	0.24	NO	N/A	N/A
	White	30	24	80.00	NO	0.70	0.42	NO	N/A	N/A
	Minority	43	40	93.02	NO	N/A	N/A	NO	N/A	N/A
	Afr. Amer.	2	2	100.00	NO	0.00	0.67	NO	N/A	N/A
	Hispanic	36	34	94.44	NO	0.34	0.59	NO	N/A	N/A
	Asian	2	2	100.00	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	2	1	50.00	YES	1.15	0.32	NO	N/A	N/A
	NHOPI	1	1	100.00	NO	0.00	0.67	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A

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Snapshot Date: 06/30/2016

Adverse Impact: All Terminations (Involuntary + Voluntary)

Analysis 1: Previous Headcounts vs. Retained - All

Transaction Period: 07/01/2015 - 06/30/2016

Job Group	Category	Available	Retained ⁶	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? ³ Yes/No	Add. # Needed ⁴	OFCCP Shortfall ⁵
						Std Dev (Chi-Square)	Std Dev (F. Exact) ²			
3E - Community, Social Service, Legal, Design, Entertainment, Sports, and Media - E	Males	1	0	0.00	NO	N/A	N/A	NO	N/A	N/A
	Females	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	White	1	0	0.00	NO	N/A	N/A	NO	N/A	N/A
	Minority	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Afr. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Asian	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
3F - Computer, Engineering, and Science	Males	29	28	96.55	NO	N/A	N/A	NO	N/A	N/A
	Females	12	11	91.67	NO	0.66	1.05	NO	N/A	N/A
	White	26	24	92.31	NO	0.41	0.57	NO	N/A	N/A
	Minority	15	15	100.00	NO	N/A	N/A	NO	N/A	N/A
	Afr. Amer.	1	1	100.00	NO	0.00	0.67	NO	N/A	N/A
	Hispanic	7	7	100.00	NO	0.00	0.67	NO	N/A	N/A
	Asian	2	2	100.00	NO	0.00	0.67	NO	N/A	N/A
	Nat. Amer.	1	1	100.00	NO	0.00	0.67	NO	N/A	N/A
	NHOPI	2	2	100.00	NO	0.00	0.67	NO	N/A	N/A
	Two or More	2	2	100.00	NO	N/A	N/A	NO	N/A	N/A

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FOR INTERNAL USE ONLY

California State University Channel Islands

Snapshot Date: 06/30/2016

Adverse Impact: All Terminations (Involuntary + Voluntary)

Analysis 1: Previous Headcounts vs. Retained - All

Transaction Period: 07/01/2015 - 06/30/2016

Job Group	Category	Available	Retained ⁶	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? ³ Yes/No	Add. # Needed ⁴	OFCCP Shortfall ⁵
						Std Dev (Chi-Square)	Std Dev (F. Exact) ²			
3G - Librarians, Curators, and Archivists	Males	7	5	71.43	NO	0.36	0.24	NO	N/A	N/A
	Females	14	11	78.57	NO	N/A	N/A	NO	N/A	N/A
	White	14	10	71.43	YES	0.62	0.48	NO	N/A	N/A
	Minority	7	6	85.71	NO	N/A	N/A	NO	N/A	N/A
	Afr. Amer.	1	1	100.00	NO	0.00	0.67	NO	N/A	N/A
	Hispanic	3	2	66.67	YES	0.67	0.49	NO	N/A	N/A
	Asian	1	1	100.00	NO	0.00	0.67	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	1	1	100.00	NO	0.00	0.67	NO	N/A	N/A
	Two or More	1	1	100.00	NO	N/A	N/A	NO	N/A	N/A
3H - Other Education Services	Males	7	6	85.71	NO	0.96	0.34	NO	N/A	N/A
	Females	6	6	100.00	NO	N/A	N/A	NO	N/A	N/A
	White	4	4	100.00	NO	0.00	0.67	NO	N/A	N/A
	Minority	9	8	88.89	NO	N/A	N/A	NO	N/A	N/A
	Afr. Amer.	2	2	100.00	NO	0.00	0.67	NO	N/A	N/A
	Hispanic	3	2	66.67	YES	0.67	0.49	NO	N/A	N/A
	Asian	3	3	100.00	NO	0.00	0.67	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	1	1	100.00	NO	N/A	N/A	NO	N/A	N/A

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California State University Channel Islands

Snapshot Date: 06/30/2016

Adverse Impact: All Terminations (Involuntary + Voluntary)

Analysis 1: Previous Headcounts vs. Retained - All

Transaction Period: 07/01/2015 - 06/30/2016

Job Group	Category	Available	Retained ⁶	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? ³ Yes/No	Add. # Needed ⁴	OFCCP Shortfall ⁵
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4A - Office and Administrative Support	Males	13	10	76.92	NO	0.23	0.54	NO	N/A	N/A
	Females	74	59	79.73	NO	N/A	N/A	NO	N/A	N/A
	White	44	34	77.27	YES	1.07	0.88	NO	N/A	N/A
	Minority	43	35	81.40	NO	N/A	N/A	NO	N/A	N/A
	Afr. Amer.	2	2	100.00	NO	0.00	0.67	NO	N/A	N/A
	Hispanic	36	28	77.78	YES	1.05	0.90	NO	N/A	N/A
	Asian	1	1	100.00	NO	0.00	0.67	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	4	4	100.00	NO	N/A	N/A	NO	N/A	N/A
5A - Production, Transportation, and Material Moving	Males	9	8	88.89	NO	N/A	N/A	NO	N/A	N/A
	Females	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	White	2	2	100.00	NO	0.00	0.67	NO	N/A	N/A
	Minority	7	6	85.71	NO	N/A	N/A	NO	N/A	N/A
	Afr. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	6	5	83.33	NO	0.44	0.57	NO	N/A	N/A
	Asian	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	1	1	100.00	NO	N/A	N/A	NO	N/A	N/A

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California State University Channel Islands

Snapshot Date: 06/30/2016

Adverse Impact: All Terminations (Involuntary + Voluntary)

Analysis 1: Previous Headcounts vs. Retained - All

Transaction Period: 07/01/2015 - 06/30/2016

Job Group	Category	Available	Retained ⁶	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? ³ Yes/No	Add. # Needed ⁴	OFCCP Shortfall ⁵
						Std Dev (Chi-Square)	Std Dev (F. Exact) ²			
5B - Natural Resources, Construction, and Maintenance	Males	52	40	76.92	NO	N/A	N/A	NO	N/A	N/A
	Females	1	1	100.00	NO	N/A	N/A	NO	N/A	N/A
	White	28	21	75.00	NO	0.27	0.16	NO	N/A	N/A
	Minority	25	20	80.00	NO	N/A	N/A	NO	N/A	N/A
	Afr. Amer.	1	1	100.00	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	23	18	78.26	NO	N/A	N/A	NO	N/A	N/A
	Asian	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	1	1	100.00	NO	N/A	N/A	NO	N/A	N/A
5C - Service Occupations - Protective Services	Males	13	11	84.62	NO	N/A	N/A	NO	N/A	N/A
	Females	2	1	50.00	YES	1.14	1.28	NO	N/A	N/A
	White	11	9	81.82	NO	0.47	0.55	NO	N/A	N/A
	Minority	4	3	75.00	NO	N/A	N/A	NO	N/A	N/A
	Afr. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	3	2	66.67	YES	0.67	0.49	NO	N/A	N/A
	Asian	1	1	100.00	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A

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Analysis 1: Previous Headcounts vs. Retained - All

Transaction Period: 07/01/2015 - 06/30/2016

Job Group	Category	Available	Retained ⁶	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? ³ Yes/No	Add. # Needed ⁴	OFCCP Shortfall ⁵
						Std Dev (Chi-Square)	Std Dev (F. Exact) ²			
5E - Service Occupations - Building, Grounds, Cleaning, and Maintenance	Males	38	32	84.21	NO	1.13	0.84	NO	N/A	N/A
	Females	7	7	100.00	NO	N/A	N/A	NO	N/A	N/A
	White	10	9	90.00	NO	0.33	0.60	NO	N/A	N/A
	Minority	35	31	88.57	NO	N/A	N/A	NO	N/A	N/A
	Afr. Amer.	2	2	100.00	NO	0.00	0.67	NO	N/A	N/A
	Hispanic	27	23	85.19	NO	0.42	0.57	NO	N/A	N/A
	Asian	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	0	-1	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	5	5	100.00	NO	0.00	0.67	NO	N/A	N/A
	Two or More	1	1	100.00	NO	N/A	N/A	NO	N/A	N/A

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