

Lane Community College

EXECUTIVE ORDER 11246

AFFIRMATIVE ACTION PROGRAM

Plan Effective Date: January 1, 2025

Plan Expiration Date: December 31, 2025

AAP Administrator: Shane Turner, Vice President of Human Resource

Approved by: Shane Turner, Vice President of Human Resource

Establishment's Name: Main

Establishment's Address: 4000 E 30th Ave Eugene, OR 97405

Lane Community College

AFFIRMATIVE ACTION PROGRAM for EXECUTIVE ORDER 11246

CONFIDENTIAL TRADE SECRET MATERIALS

The material set forth in the AAP is deemed to constitute trade secrets, operations information, confidential statistical data, and other confidential commercial and financial data, within the meaning of the Freedom of Information Act, U.S.C. 552, Title VII of the Civil Rights Act of 1964 (as amended), 42 U.S.C. 2000e et seq., the Trade Secrets Act, 18 U.S.C. 1905, and 44 U.S.C. 3508, the disclosure of which is prohibited by law and would subject the individual making the disclosure to criminal and/or civil sanctions.

TABLE OF CONTENTS

- I. Equal Employment Opportunity (EEO) Policy Statement
- II. Establishment of Responsibilities for Implementation of the Written Affirmative Action Program (41 CFR 60-2.17(a))

- A. Designation of Responsibilities of Vice President of Human Resource (41 CFR 60-2.17(a))
- B. Responsibilities of Lane Community College's Management to Ensure Implementation of the AAP (41 CFR 60-2.17(a))
- III. Identification of Problem Areas (41 CFR 60-2.17(b))
- IV. Accomplishment of Prior Year Placement Goals
- V. Development and Execution of Action-Oriented Programs (41 CFR 60-2.17(c))
- VI. Internal Audit and Reporting Systems (41 CFR 2.17(d))

I. Equal Employment Opportunity (EEO) Policy Statement

The EEO Policy Statement on the following page is posted on our College's bulletin board along with our required employment posters and is viewable by both employees and applicants. The Know Your Rights: Workplace Discrimination is Illegal poster is also posted on our College's bulletin board as well as made available electronically through our College website for viewing by online applicants.

Lane Community College

EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

It is the policy of Lane Community College not to discriminate against any employee or applicant for employment because of his or her race, color, religion, sex, sexual orientation, gender identity, national origin, or because he or she is an individual with a disability or disabled veteran, Armed Forces service medal veteran, recently separated veteran, or active duty wartime or campaign badge veteran, or thereafter referred collectively as "protected veterans." It is also the policy of Lane Community College to take affirmative action to employ and to advance in employment, all persons regardless of their status as individuals with disabilities or protected veterans, and to base all employment decisions only on valid job requirements. This policy shall apply to all employment actions, including but not limited to recruitment, hiring, upgrading, promotion, transfer, demotion, layoff, recall, termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship, at all levels of employment. Furthermore, the College will provide qualified applicants and employees who request an accommodation due to a disability with reasonable accommodations, as required by law.

Lane Community College prohibits harassment of employees and applicants because they are individuals with disabilities or protected veterans. Lane Community College also prohibits retaliation against employees and applicants for filing a complaint, opposing any discriminatory act or practice, assisting or participating in any manner in a review, investigation, or hearing or otherwise seeking to obtain their legal rights under any Federal, State, or local EEO law requiring equal employment opportunity for individuals with disabilities and protected veterans. Prohibited retaliation includes, but is not limited to, harassment, intimidation, threats, coercion or other adverse actions that might dissuade someone from asserting their rights.

As President of Lane Community College, I am committed to the principles of affirmative action and equal employment opportunity. In order to ensure dissemination and implementation of equal employment opportunity and affirmative action throughout all levels of the College, Shane Turner has been assigned Vice President of Human Resource duties for Lane Community College. One of the Vice President of

Human Resource's duties will be to establish and maintain an internal audit and reporting system to allow for effective measurement of Lane Community College's programs.

In furtherance of Lane Community College's policy regarding affirmative action and equal employment opportunity, Lane Community College has developed a written Affirmative Action Program (AAP) which sets forth the policies, practices and procedures that Lane Community College is committed to in order to ensure that its policy of nondiscrimination and affirmative action for qualified individuals with disabilities and qualified protected veterans is accomplished. This AAP is available for inspection by any employee or applicant for employment upon request between On-Line at the Human Resources department. Any questions should be directed to me, your supervisor, or Shane Turner, Vice President of Human Resource.

Dr. Stephanie Bulger
President
Lane Community College
January 1, 2025

II. Establishment of Responsibilities for Implementation of the Written Affirmative Action Program (41 CFR 60-2.17(a))

A. Designation of Responsibilities of Vice President of Human Resource (41 CFR 60-2.17(a))

Shane Turner, the Vice President of Human Resource, has the primary management responsibility, authority, and resources for ensuring full compliance with the provisions of E.O. 11246, as amended, and with implementing all applicable regulations. The Vice President of Human Resource's appointment and a description of the position's basic responsibilities have been communicated to all levels of personnel in the College. The responsibilities of the Vice President of Human Resource include, but are not necessarily limited to, the following:

1. Developing EEO policy statements, Affirmative Action Programs, and internal and external communication procedures;
2. Assisting in the identification of AAP/EEO problems;
3. Assisting management in arriving at effective solutions to AAP/EEO problems;
4. Designing and implementing an internal audit and reporting system that:
 - o Measures the effectiveness of the Affirmative Action Program;
 - o Determines the degree to which AAP goals and objectives are met; and
 - o Identifies the need for remedial action.
5. Keeping College's management informed of equal opportunity progress and reporting potential problem areas within the College through reports;
6. Reviewing the College's AAP for qualified minorities and women with all levels of management to ensure that the policy is understood and is followed in all personnel activities;
7. Auditing the contents of the College's bulletin board to ensure compliance information is posted and up-to-date; and
8. Serving as liaison between Lane Community College and enforcement agencies.

B. Responsibilities of Lane Community College's Management to Ensure Implementation of the AAP (41 CFR 60-2.17(a))

In implementing this written Affirmative Action Program, the responsibilities of the College's supervisors and managers working with the Vice President of Human Resource include, but are not necessarily limited to, the following:

1. Assisting in the identification of problem areas, formulating solutions, and establishing departmental goals and objectives when appropriate;
2. Reviewing the qualifications of all applicants and employees to ensure qualified individuals are treated in a nondiscriminatory manner when hiring, promotion, transfer, and termination actions occur; and
3. Reviewing the job performance of each employee to assess whether personnel actions are justified based on the employee's performance of his or her duties and responsibilities.

III. Identification of Problem Areas (41 CFR 60-2.17(b))

Lane Community College performs in-depth analysis of its total employment process to determine if there are areas where minority and/or female groups may face impediments to equal opportunity. The following analyses are conducted to reveal any potential problem areas:

1. **Placement Goals:** An analysis of incumbency versus availability is performed to determine whether there are problems of minority and/or female utilization. Whenever a problem exists, as defined by a statistical methodology, Placement Goals are set (see the Placement Goals report which follows this section).
Whether there are Placement Goals or not, steps will be taken to encourage and increase the percentage of qualified minorities and/or females applying for positions both externally and internally. These steps may include, but are not limited to the following:
 - o Working with hiring managers and recruiters to determine appropriate outreach to attract qualified applicant pools;
 - o Recruiting at colleges and universities with a significant percentage of minority and/or female students;
 - o Publishing job advertisements in newspapers and/or magazines that target minorities and/or females;
 - o Offering mentorship programs for minority and/or female employees;
 - o Offering job training to minorities and/or females currently employed by the College to increase their chances of advancement;
 - o Offering tuition reimbursement to employees to obtain training that will increase their chances of advancement;
 - o Using recruitment companies that specifically target minorities and/or females; and
 - o Continuing to use the services of the respective Employment Service Delivery System.
2. **Review of Employment Decisions:** A review of employment decisions is made to determine whether minorities and/or females are selected at a less favorable rate than non-minorities and/or males. A review of non-minorities and/or males is also conducted to determine if either group is being selected at a statistically significant lessor rate than minorities and/or females.
3. **Review of Hires/Promotions:** Whenever minorities and/or females are selected at a lower rate than non-minorities and/or males, a review of the applicant flow is conducted to determine possible reasons why minorities and/or females were not selected at a more favorable rate. If the College is attracting fewer than expected minorities and/or females that fit the qualifications for the job groups, good faith efforts will be put into place to attempt to improve the applicant flow of qualified minorities and/or females. If non-minorities and/or males are selected at a statistically significantly lessor rate than minorities and/or females, a review of the applicant flow and selection decisions is also made to ensure that there is no evidence of discrimination.
4. **Review of Terminations:** For terminations, if minorities and/or females are being involuntarily terminated or are voluntarily leaving at a higher rate than non-minorities and/or males, a review of the employee files will be made to ensure the College is applying its policies and procedures for termination equally for protected as well as non-protected classes. If non-minorities and/or males

have a statistically significant higher rate of termination than minorities and/or females, an investigation will also be conducted to determine the cause.

5. **Compensation:** Compensation is reviewed at least annually to determine if there are significant discrepancies in pay when comparing female to male rates of pay and minority versus non-minority rates of pay. If discrepancies do exist, a thorough review is conducted to determine if the difference in pay is justified due to appropriate factors. If the difference in pay cannot be justified, Lane Community College will put a plan in place to bring pay into greater alignment.

Job Group: 11 - Non-Instructional Managers

Class	Goal Placement Rate %
Minority	22.10%

Job Group: 12 - Instructional Managers

Class	Goal Placement Rate %
Female	61.26%
Minority	22.76%

Job Group: 13 - Arts & Letter Faculty

Class	Goal Placement Rate %
Female	57.79%
Minority	23.98%

Job Group: 14 - Science & Math Faculty

Class	Goal Placement Rate %
Minority	21.82%

Job Group: 15 - Trade & Tech Skills Faculty

Class	Goal Placement Rate %
Female	38.98%
Minority	17.16%

Job Group: 16 - Basic Skills Faculty

Class	Goal Placement Rate %
Minority	22.47%

Job Group: 17 - Health & Athletic Faculty

Class	Goal Placement Rate %
Minority	15.74%

Job Group: 21 - Para-prof;Technology &/or Adm

Class	Goal Placement Rate %
Female	62.74%
Minority	15.53%

Job Group: 23 - Computer Program/Network/Help

Class	Goal Placement Rate %
Minority	35.46%

Job Group: 24 - Student Srv & Instruct Support

Class	Goal Placement Rate %
Minority	15.36%

Job Group: 26 - Craft (skilled)

Class	Goal Placement Rate %
Minority	21.27%

Job Group: 28 - Service Worker

Class	Goal Placement Rate %
Female	62.69%

Job Group: 29 - Laborers (unskilled)

Class	Goal Placement Rate %
Female	39.44%

Job Group: PT14 - PT Science & Math Faculty

Class	Goal Placement Rate %
Female	49.61%
Minority	19.42%

Job Group: PT15 - PT Trade & Tech Faculty

Class	Goal Placement Rate %
Female	49.61%
Minority	19.42%

Job Group: PT16 - PT Basic Skills Faculty

Class	Goal Placement Rate %
Minority	19.42%

Job Group: PT17 - PT Health & Athletics Faculty

Class	Goal Placement Rate %
Minority	19.42%

Job Group: PT19 - PT Prof HR, Fin, Coord; all

Class	Goal Placement Rate %
Female	47.55%
Minority	6.34%

Job Group: PT21 - PT Para-prof;Tech &/or Admin

Class	Goal Placement Rate %
Minority	15.97%

Job Group: PT24 - PT Student Srv & Instr Support

Class	Goal Placement Rate %
Female	76.53%
Minority	18.97%

Job Group: PT26 - PT Craft worker (skilled)

Class	Goal Placement Rate %
Female	7.32%
Minority	17.70%

Job Group: PT27 - PT Operative (semi-skilled)

Class	Goal Placement Rate %
Female	60.20%

Job Group: PT28 - PT Service Worker

Class	Goal Placement Rate %
Female	72.51%
Minority	22.34%

Job Group: PT29 - PT Laborer (unskilled)

Class	Goal Placement Rate %
Minority	26.10%

IV. Accomplishment of Prior Year Placement Goals

Where goals were established for the prior year, the College developed action-oriented programs designed to accomplish the established goals and objectives, thereby enhancing employment and advancement opportunities in the College for minorities and/or females. The results of the prior year's Affirmative Action Program are identified on the Goal Attainment report.

Job Group: 11 - Non-Instructional Managers

Class	Employees at Plan Date #	Goal Placement Rate %	Placements #	Actual Placement Rate %	Goal Attained?
Minority	4	24.20%	1	14.29%	No

Job Group: 12 - Instructional Managers

Class	Employees at Plan Date #	Goal Placement Rate %	Placements #	Actual Placement Rate %	Goal Attained?
Female	5	61.64%	2	100.00%	Yes
Minority	2	22.46%	0	0.00%	No

Job Group: 13 - Arts & Letter Faculty

Class	Employees at Plan Date #	Goal Placement Rate %	Placements #	Actual Placement Rate %	Goal Attained?
Female	29	56.28%	0	0.00%	No

Job Group: 14 - Science & Math Faculty

Class	Employees at Plan Date #	Goal Placement Rate %	Placements #	Actual Placement Rate %	Goal Attained?
Minority	3	19.88%	0	0.00%	No

Job Group: 15 - Trade & Tech Skills Faculty

Class	Employees at Plan Date #	Goal Placement Rate %	Placements #	Actual Placement Rate %	Goal Attained?
Female	5	40.04%	2	50.00%	Yes
Minority	4	23.18%	1	25.00%	Yes

Job Group: 16 - Basic Skills Faculty

Class	Employees at Plan Date #	Goal Placement Rate %	Placements #	Actual Placement Rate %	Goal Attained?
Minority	0	21.70%	0	0.00%	No

Job Group: 17 - Health & Athletic Faculty

Class	Employees at Plan Date #	Goal Placement Rate %	Placements #	Actual Placement Rate %	Goal Attained?
Minority	5	16.39%	2	66.67%	Yes

Job Group: 19 - Prof HR, Fin, Coord; all

Class	Employees at Plan Date #	Goal Placement Rate %	Placements #	Actual Placement Rate %	Goal Attained?
Minority	11	13.34%	1	33.33%	Yes

Job Group: 21 - Para-prof;Technology &/or Adm

Class	Employees at Plan Date #	Goal Placement Rate %	Placements #	Actual Placement Rate %	Goal Attained?
Female	12	62.66%	2	66.67%	Yes

Job Group: 23 - Computer Program/Network/Help

Class	Employees at Plan Date #	Goal Placement Rate %	Placements #	Actual Placement Rate %	Goal Attained?
Minority	5	35.43%	0	0.00%	No

Job Group: 24 - Student Srv & Instruct Support

Class	Employees at Plan Date #	Goal Placement Rate %	Placements #	Actual Placement Rate %	Goal Attained?
Female	24	74.79%	3	42.86%	No
Minority	4	16.64%	0	0.00%	No

Job Group: 26 - Craft (skilled)

Class	Employees at Plan Date #	Goal Placement Rate %	Placements #	Actual Placement Rate %	Goal Attained?
Female	1	7.79%	1	100.00%	Yes
Minority	0	21.74%	0	0.00%	No

Job Group: 28 - Service Worker

Class	Employees at Plan Date #	Goal Placement Rate %	Placements #	Actual Placement Rate %	Goal Attained?
Female	9	60.00%	1	25.00%	No

Job Group: 29 - Laborers (unskilled)

Class	Employees at Plan Date #	Goal Placement Rate %	Placements #	Actual Placement Rate %	Goal Attained?
Female	0	37.19%	0	0.00%	No

Job Group: PT13 - PT Arts & Letter Faculty

Class	Employees at Plan Date #	Goal Placement Rate %	Placements #	Actual Placement Rate %	Goal Attained?
Minority	18	19.42%	4	16.67%	No

Job Group: PT14 - PT Science & Math Faculty

Class	Employees at Plan Date #	Goal Placement Rate %	Placements #	Actual Placement Rate %	Goal Attained?
Minority	4	19.42%	3	37.50%	Yes

Job Group: PT15 - PT Trade & Tech Faculty

Class	Employees at Plan Date #	Goal Placement Rate %	Placements #	Actual Placement Rate %	Goal Attained?
Female	7	49.61%	6	31.58%	No
Minority	1	19.42%	1	5.26%	No

Job Group: PT16 - PT Basic Skills Faculty

Class	Employees at Plan Date #	Goal Placement Rate %	Placements #	Actual Placement Rate %	Goal Attained?
Minority	5	19.42%	2	20.00%	Yes

Job Group: PT17 - PT Health & Athletics Faculty

Class	Employees at Plan Date #	Goal Placement Rate %	Placements #	Actual Placement Rate %	Goal Attained?
Minority	5	19.42%	2	6.45%	No

Job Group: PT19 - PT Prof HR, Fin, Coord; all

Class	Employees at Plan Date #	Goal Placement Rate %	Placements #	Actual Placement Rate %	Goal Attained?
Female	1	47.55%	0	0.00%	No Opportunity

Job Group: PT21 - PT Para-prof;Tech &/or Admin

Class	Employees at Plan Date #	Goal Placement Rate %	Placements #	Actual Placement Rate %	Goal Attained?
Minority	0	16.10%	0	0.00%	No

Job Group: PT23 - PT Computer Program/Network/He

Class	Employees at Plan Date #	Goal Placement Rate %	Placements #	Actual Placement Rate %	Goal Attained?
Female	2	24.26%	0	0.00%	No

Job Group: PT24 - PT Student Srv & Instr Support

Class	Employees at Plan Date #	Goal Placement Rate %	Placements #	Actual Placement Rate %	Goal Attained?
Female	42	78.04%	18	51.43%	No

Job Group: PT26 - PT Craft worker (skilled)

Class	Employees at Plan Date #	Goal Placement Rate %	Placements #	Actual Placement Rate %	Goal Attained?
Minority	0	20.60%	0	0.00%	No Opportunity

Job Group: PT27 - PT Operative (semi-skilled)

Class	Employees at Plan Date #	Goal Placement Rate %	Placements #	Actual Placement Rate %	Goal Attained?
Female	2	0.00%	0	0.00%	No Opportunity

Job Group: PT28 - PT Service Worker

Class	Employees at Plan Date #	Goal Placement Rate %	Placements #	Actual Placement Rate %	Goal Attained?
Female	10	70.29%	10	83.33%	Yes

Job Group: PT29 - PT Laborer (unskilled)

Class	Employees at Plan Date #	Goal Placement Rate %	Placements #	Actual Placement Rate %	Goal Attained?
Minority	1	26.73%	1	14.29%	No

V. Development and Execution of Action-Oriented Programs (41 CFR 60-2.17(c))

Programs have been instituted to ensure no barriers to employment exist. These programs may include, but are not limited to, the following:

1. Conducting annual analyses of job descriptions to ensure they accurately reflect job functions;
2. Making job descriptions available to recruiting sources and available to all members of management involved in the recruiting, screening, selection and promotion processes;
3. Evaluating the total selection process to ensure freedom from bias through:
 - o Reviewing job applications and other pre-employment forms to ensure information requested is job-related;
 - o Evaluating selection methods that may have a disparate impact to ensure that they are job-related and consistent with business necessity;
 - o Training personnel and management staff on proper interview and selection procedures; and
 - o Training on EEO and other related policies for management and supervisory staff.
4. Using techniques to improve recruitment and retention and to increase the flow of qualified applicants, including minority and/or female applicants, undertakes the following actions:
 - o Including the phrase "As an EEO/Affirmative Action Employer all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, veteran status" or other acceptable tagline in all printed employment advertisements;

- Placing employment advertisements in local minority news media and women's interest media;
 - Disseminating information on job opportunities to organizations representing minorities and women and to employment development agencies when job opportunities become available;
 - Encouraging all employees to refer qualified applicants;
 - Actively recruiting at secondary schools, junior colleges, colleges and universities with predominantly minority and/or female enrollments; and
 - Requesting employment agencies to refer qualified minorities and women.
5. Reviewing College 's compensation practices;
6. Ensuring that all employees are given equal opportunity for promotions and/or transfers. This is achieved by:
- Posting opportunities internally;
 - Offering guidance to employees in identifying opportunities, training and educational programs to enhance promotions and opportunities for job rotation or transfer; and
 - Evaluating job requirements to ensure that they are appropriate.

VI. Internal Audit and Reporting Systems (41 CFR 60-2.17(d))

The College believes that one of the most important elements in effectively implementing a written Affirmative Action Program is an adequate internal audit and reporting system. Through this system, the total program can be monitored for effectiveness, and management can be kept informed. Lane Community College's audit and reporting system is designed to:

1. Measure the effectiveness of the AAP/EEO program;
2. Document and analyze personnel activities;
3. Identify problem areas and develop action plans where remedial action is needed; and
4. Determine the degree to which AAP goals and objectives have been attained.

The following personnel activities are reviewed, as necessary and desirable, to ensure nondiscrimination and EEO for all individuals without regard to their race, color, gender, religion, national origin, age, sex, sexual orientation, gender identity, pregnancy, genetic information, disability, veteran status, or any other legally protected status covered by applicable state or local law:

1. Recruitment, advertising, and job application procedures;
2. Hiring, promotion, upgrading, layoff, recall from layoff;
3. Rates of pay and any other forms of compensation including fringe benefits;
4. Job assignments, job classifications, job descriptions, and seniority lists;
5. Sick leave, leaves of absence, or any other leave;
6. Training, attendance at professional meetings and conferences; and
7. Any other term, condition, or privilege of employment.

The following documents may be maintained as a component of Lane Community College's internal audit process:

1. An applicant flow log;
2. Summary data of external job offers and hires, promotions, terminations;
3. Summary data of applicant flow;
4. Employment applications; and
5. Records pertaining to College's compensation system and decisions.

Lane Community College's audit system includes periodic review of employment decisions. Managers and supervisors are asked to report any current or foreseeable EEO problem areas and are asked to outline their suggestions/recommendations for solutions. If problem areas arise, the manager or

supervisor is to report problem areas immediately to the Vice President of Human Resource. During the reporting cycle, the following occurs:

1. The Vice President of Human Resource will discuss any problems relating to substantial disparate impact, EEO charges, etc., with management; and
2. The Vice President of Human Resource will report the status of the College's AAP goals and objectives to management. The Vice President of Human Resource will recommend remedial actions for the effective implementation of the AAP.

Lane Community College

OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS (OFCCP)

AFFIRMATIVE ACTION PROGRAM (AAP)

FOR SECTION 503 OF THE REHABILITATION ACT

Plan Effective Date: January 1, 2025

Plan Expiration Date: December 31, 2025

AAP Administrator: Shane Turner, Vice President of Human Resource

Approved by: Shane Turner, Vice President of Human Resource

Establishment's Name: Main

Establishment's Address: 4000 E 30th Ave Eugene, OR 97405

Lane Community College

AFFIRMATIVE ACTION PROGRAM for INDIVIDUALS WITH DISABILITIES

CONFIDENTIAL TRADE SECRET MATERIALS

The material set forth in the AAP is deemed to constitute trade secrets, operations information, confidential statistical data, and other confidential commercial and financial data, within the meaning of the Freedom of Information Act, U.S.C. 552, Title VII of the Civil Rights Act of 1964 (as amended), 42 U.S.C. 2000e et seq., the Trade Secrets Act, 18 U.S.C. 1905, and 44 U.S.C. 3508, the disclosure of which is prohibited by law and would subject the individual making the disclosure to criminal and/or civil sanctions.

TABLE OF CONTENTS

- I. Equal Employment Opportunity (EEO) Policy Statement (41 CFR 60-741.44(a))
- II. Review of Personnel Processes (41 CFR 60-741.44(b))
- III. Review of Physical and Mental Job Qualification Standards (41 CFR 60-741.44(c))
- IV. Reasonable Accommodation to Physical and Mental Limitations (41 CFR 60-741.44(d))
- V. Anti-Harassment Procedures (41 CFR 60-741.44(e))
- VI. External Dissemination of Policy, Outreach, and Positive Recruitment (41 CFR 60-741.44(f))
- VII. Internal Dissemination of Policy (41 CFR 60-741.44(g))
- VIII. Audit and Reporting Systems (41 CFR 60-741.44(h))
- IX. Responsibility for Implementation (41 CFR 60-741.44(i))
 - A. Responsibilities of Vice President of Human Resource
 - B. Responsibilities of Managers and Supervisors
- X. Training (41 CFR 60-741.44(j))
- XI. Applicant and Hiring Data (41 CFR 60-741.44(k))
- XII. Utilization Analysis (41 CFR 60-741.45(d))
- XIII. Identification of Problem Areas and Action-oriented Programs (41 CFR 60-741.45(e) and (f))

I. Equal Employment Opportunity (EEO) Policy Statement (41 CFR 60-741.44(a))

The EEO Policy Statement on the following page is posted on our College's bulletin board along with our required employment posters and is viewable by both employees and applicants. The Know Your Rights: Workplace Discrimination is Illegal poster is also posted on our College's bulletin board as well as made available electronically through our College website for viewing by online applicants.

Lane Community College

EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

It is the policy of Lane Community College not to discriminate against any employee or applicant for employment because of his or her race, color, religion, sex, sexual orientation, gender identity, national origin, or because he or she is an individual with a disability or disabled veteran, Armed Forces service medal veteran, recently separated veteran, or active duty wartime or campaign badge veteran, or thereafter referred collectively as "protected veterans." It is also the policy of Lane Community College to take affirmative action to employ and to advance in employment, all persons regardless of their

status as individuals with disabilities or protected veterans, and to base all employment decisions only on valid job requirements. This policy shall apply to all employment actions, including but not limited to recruitment, hiring, upgrading, promotion, transfer, demotion, layoff, recall, termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship, at all levels of employment. Furthermore, the College will provide qualified applicants and employees who request an accommodation due to a disability with reasonable accommodations, as required by law.

Lane Community College prohibits harassment of employees and applicants because they are individuals with disabilities or protected veterans. Lane Community College also prohibits retaliation against employees and applicants for filing a complaint, opposing any discriminatory act or practice, assisting or participating in any manner in a review, investigation, or hearing or otherwise seeking to obtain their legal rights under any Federal, State, or local EEO law requiring equal employment opportunity for individuals with disabilities and protected veterans. Prohibited retaliation includes, but is not limited to, harassment, intimidation, threats, coercion or other adverse actions that might dissuade someone from asserting their rights.

As President of Lane Community College, I am committed to the principles of affirmative action and equal employment opportunity. In order to ensure dissemination and implementation of equal employment opportunity and affirmative action throughout all levels of the College, Shane Turner has been assigned Vice President of Human Resource duties for Lane Community College. One of the Vice President of Human Resource's duties will be to establish and maintain an internal audit and reporting system to allow for effective measurement of Lane Community College's programs.

In furtherance of Lane Community College's policy regarding affirmative action and equal employment opportunity, Lane Community College has developed a written Affirmative Action Program (AAP) which sets forth the policies, practices and procedures that Lane Community College is committed to in order to ensure that its policy of nondiscrimination and affirmative action for qualified individuals with disabilities and qualified protected veterans is accomplished. This AAP is available for inspection by any employee or applicant for employment upon request between On-Line at the Human Resources department. Any questions should be directed to me, your supervisor, or Shane Turner, Vice President of Human Resource.

Dr. Stephanie Bulger
President
Lane Community College
January 1, 2025

II. Review of Personnel Processes (41 CFR 60-741.44(b))

Lane Community College complies with the requirement to "periodically review" its personnel processes by reviewing these processes annually to determine whether its present procedures assure careful, thorough, and systematic consideration of the qualifications of known individuals with disabilities. As part of this review, Lane Community College also ensures that its personnel processes do not stereotype individuals with disabilities in a manner which limits their access to all jobs for which they are qualified. This review covers all procedures related to the filling of job vacancies either by hire or by promotion, as well as to all training opportunities offered or made available to employees.

The following is a set of procedures which may be used to meet the requirements of 41 CFR 60-741.44(b):

1. Applicant records are maintained which indicate whether or not an applicant self-identified as an individual with a disability. This information can be retrieved for review by the Department of Labor and the contractor's personnel officials for use in investigations and internal compliance activities.
2. Records are maintained which indicate employees considered for competitive promotions within the organization. Employees are given the opportunity to voluntarily self-identify disability status.
3. Records are maintained regarding training opportunities granted to employees which include whether or not the employee has self-identified as an individual with a disability.
4. Any time a known applicant or employee with a disability is rejected for employment, promotion, or training, the College prepares a statement outlining the reason.
5. Requests for accommodation due to a disability are maintained along with the nature of the request and whether or not the accommodation was granted. If the accommodation was denied, the College prepares a statement describing the reason for denying the accommodation request. All accommodation records are treated as a confidential medical record in accordance with 41 CFR 60-741(d).

III. Review of Physical and Mental Job Qualification Standards (41 CFR 60-741.44(c))

Lane Community College reviews the physical and mental job qualification standards of each job opening before it is publicly or internally posted to ensure that, to the extent that such qualification requirements tend to screen out qualified individuals with disabilities, they are related to the job(s) in question and consistent with business necessity and the safe performance of the job. The physical and mental qualifications are also reviewed as new jobs are established or job requirements are modified.

All job qualification requirements were found to be job related and consistent with business necessity and safety. Lane Community College will continue to review physical and mental job qualification requirements whenever a job vacancy will be filled through either hiring or promotion and will conduct a qualifications review whenever job duties change.

If Lane Community College at any time should inquire into an applicant's physical or mental condition or should conduct a medical examination, such inquiries or exams will be conducted in accordance with the Section 503 regulations and the information obtained as a result of the inquiry or exam will be kept confidential, except as otherwise provided for in the Section 503 regulations. The results of the examination or inquiry will only be used in accordance with the Section 503 regulations.

IV. Reasonable Accommodation to Physical and Mental Limitations (41 CFR 60-741.44(d))

Lane Community College will continue its longstanding commitment to making reasonable accommodation to the known physical or mental limitations of qualified individuals with disabilities unless doing so would impose an undue hardship on the operation of its business. The College also commits to engaging in an interactive process with the person requesting the accommodation (or the person's representative), as needed, to determine an appropriate accommodation.

If an employee with a known disability has significant difficulty performing his or her job and it is reasonable to conclude that the performance problem may be related to the known disability, the

manager or appropriate HR personnel will confidentially notify the employee of the performance problem and inquire whether the problem is related to the employee's disability. If the employee indicates that the performance problems are related to his or her disability, the employee is asked if reasonable accommodation is needed.

In determining the extent of the College's accommodation obligations, the following factors are considered:

1. Business necessity; and
2. Financial cost and expense.

Lane Community College will also ensure that all requests for reasonable accommodation and any medical or disability-related information provided to Lane Community College will be treated as confidential medical records and maintained in a separate medical file.

V. Anti-Harassment Procedures (41 CFR 60-741.44(e))

Employees and applicants of Lane Community College will not be subject to harassment because of disability. Retaliation, including intimidation, threat, coercion, or discrimination, against an employee or applicant because they have objected to discrimination, engaged or may engage in filing a complaint, assisted in a review, investigation, or hearing or have otherwise sought to obtain their legal rights under any Federal, State, or local EEO law regarding individuals with disabilities is prohibited. Any employee or applicant who believes that he or she has been subject to retaliation should promptly contact a manager in their chain of command, or promptly contact the Vice President of Human Resource for assistance.

This policy is made available for employees and applicants to view. Furthermore, Lane Community College monitors its environment for the presence of any forms of harassment, intimidation, or coercion and, where warranted, takes corrective action.

VI. External Dissemination of Policy, Outreach, and Positive Recruitment (41 CFR 60-741.44(f))

Lane Community College undertakes appropriate outreach and positive recruitment efforts to effectively attract individuals with disabilities. In order to comply with the external dissemination of the EEO and Affirmative Action policy, the College provides written or electronic notification to all current subcontractors, vendors, and suppliers and will continue to do so on an annual basis. The College will also provide such notification to new subcontractors, vendors, and suppliers upon entering into a relationship with them.

Lane Community College has informed its recruiting sources, including State employment agencies and local employment service delivery systems, of the College's policy concerning the employment of qualified individuals with disabilities and will notify them of employment opportunities as they become available. Lane Community College requested all recruiting sources to actively recruit and refer qualified persons for job opportunities. Lane Community College will include the equal opportunity clause concerning the employment of qualified individuals with disabilities in all non-exempt subcontracts and purchase orders.

VII. Internal Dissemination of Policy (41 CFR 60-741.44(g))

Lane Community College has developed internal procedures to communicate its obligation to engage in affirmative action efforts to employ and advance in employment qualified individuals with disabilities. Procedures are designed to foster understanding, acceptance, and support among all employees and to encourage them to help Lane Community College meet this obligation.

The College realizes that an outreach program is ineffective without the adequate internal support from management personnel and other employees. In order to ensure greater employee cooperation and participation in the College's affirmative action efforts, Lane Community College has adopted policies and engaged in activities which are not limited to the following:

1. Copy of our AAP for Individuals with Disabilities is available for inspection to any employee or applicant upon request;
2. EEO Policy Statement and the Know Your Rights: Workplace Discrimination is Illegal poster are placed on bulletin boards located throughout our facilities and work areas;
3. Electronic versions of the EEO Policy Statement and the Know Your Rights: Workplace Discrimination is Illegal poster are clearly labeled and posted on the College's intranet;
4. Meetings with executive, management, and supervisory personnel are held to explain the intent of the policy and individual responsibility for effective implementation;
5. Managers and supervisors are provided with affirmative action and EEO training upon commencement of their management roles;
6. Policy is discussed during employee orientation;
7. Union officials and/or employee representatives are informed of these policies; and
8. When employees are featured in publications, individuals with disabilities are included when available.

VIII. Audit and Reporting Systems (41 CFR 60-741.44(h))

The Vice President of Human Resource has the responsibility for the preparation and implementation of the AAP. Responsibility for the effective implementation of the AAP is also vested with each department manager and supervisor.

The following activities are reviewed at least annually to ensure freedom from discrimination against, or stereotyping of, individuals with disabilities in any manner. During the self-audit, the following activities are reviewed:

1. Recruitment, advertising, and job application procedures;
2. Implementation of hiring, promotion, upgrading, award of tenure, layoff, and recall from layoff;
3. Rates of pay and any other forms of compensation including fringe benefits;
4. Job assignments, job classifications, job descriptions, and seniority lists;
5. Awarding of sick leave, leaves of absence, or implementation of any other leave policies;
6. Participation in training, mentoring, or apprenticeship programs, and attendance at professional meetings and conferences; and
7. Application of any other term, condition, or privilege of employment, including participation in College-sponsored educational, training, recreational, and social activities.

Lane Community College's audit system includes periodic reports provided by Vice President of Human Resource documenting Lane Community College's efforts to achieve its EEO/AAP responsibilities. Managers and supervisors are asked to report any current or foreseeable EEO problem areas and are asked to outline their suggestions/recommendations for solutions.

The following documents are maintained as a component of Lane Community College's internal audit process: documentation of self-audit; summary data of personnel activity including external job offers and hires, promotions, resignations, terminations, and layoffs by job group relating to individuals with

disabilities; and an applicant flow log showing the name, race, ethnicity, sex, disability status, veteran status, date of application, job title, and action taken for all individuals applying for job opportunities.

IX. Responsibility for Implementation (41 CFR 60-741.44(i))

A. Responsibilities of Vice President of Human Resource

Shane Turner, the Vice President of Human Resource, has been designated to direct the activities of the affirmative action program. This person has the responsibility for ensuring the effective implementation of the College's AAP. These responsibilities include, but are not limited to:

1. Implementing the AAP for individuals with disabilities, policy statements, personnel policies and procedures, internal and external communication of the policy, and monitoring the effectiveness of these actions;
2. Reviewing all personnel actions, policies, and procedures to ensure compliance with Lane Community College's affirmative action obligations;
3. Assisting Human Resources department with reviewing the qualifications of all applicants and employees considered/eligible for hiring, promotion, transfer, or layoff/reduction in force to ensure qualified individuals with disabilities are treated in a nondiscriminatory manner when hiring, promotion, transfer, or layoff/reduction in force occur;
4. Assisting in the development of solutions for any identified problem areas;
5. Monitoring the effectiveness of the program on a continuing basis through the development and implementation of an internal audit and reporting system that measures the effectiveness of the program;
6. Keeping management informed of equal opportunity progress and problems within the College through, at a minimum, periodic reports;
7. Providing department managers with a copy of the AAP for individuals with disabilities and reviewing the program with them on an annual basis to ensure knowledge of their responsibilities for implementation of the program;
8. Reviewing the College's AAP for individuals with disabilities with all managers and supervisors at all levels to ensure that the policy is understood and is followed in all personnel activities;
9. Assisting in ensuring that career development of employees who are individuals with disabilities is equal to that of other employees;
10. Auditing the contents of College bulletin boards to ensure that required information is posted and up-to-date;
11. Serving as a liaison between Lane Community College and enforcement agencies; and
12. Serving as a liaison between Lane Community College and outreach and recruitment sources for individuals with disabilities.

B. Responsibilities of Managers and Supervisors

Managers and supervisors are advised annually of their responsibilities under the College's AAP for individuals with disabilities. These responsibilities include, but are not limited to:

1. Reviewing the College's affirmative action policy for individuals with disabilities with subordinate managers and supervisors to ensure that they are aware of the policy and understand their obligation to comply with it in all personnel actions;
2. Reviewing the qualifications of all applicants and employees to ensure individuals with disabilities are treated in a nondiscriminatory manner when hiring, promotion, transfer, or layoff/reduction in force occur; and
3. Reviewing all employees' performance to ensure that non-discrimination is adhered to in all personnel activities.

X. Training (41 CFR 60-741.44(j))

All personnel involved in the recruitment, screening, selection, promotion, disciplinary, and related processes receive annual training regarding Lane Community College's AAP and their role in its implementation. Employees hired or promoted into these roles also receive training on regulatory requirements under Section 503 of the Rehabilitation Act soon after being hired or placed into these roles.

During the annual training, personnel are advised of their responsibilities under the AAP for individuals with disabilities and of their obligations to:

- Assist in the identification of problem areas, formulate solutions, and establish departmental goals and objectives when necessary;
- Ensure qualified applicants and employees who are individuals with disabilities are treated in a nondiscriminatory manner in all employment practices, including when making selection decisions, such as for hire, promotion, training, or to receive awards or bonuses;
- Provide reasonable accommodation to the known physical or mental limitations of qualified individuals with disabilities unless such accommodation would impose an undue hardship on the conduct of its business;
- Maintain confidentiality of any information regarding self-identification of individuals with disabilities; and
- Ensure that nondiscrimination is adhered to in all personnel activities.

XI. Applicant and Hiring Data (41 CFR 60-741.44(k))

Lane Community College collects employee data pertaining to individuals with disabilities to assess the effectiveness of the College's outreach and recruitment efforts. We invite applicants to voluntarily inform the College whether they believe they are individuals with disabilities in compliance with the Section 503 requirements. This data will be maintained for three years.

XII. Utilization Analysis (41 CFR 60-741.45(d))

The utilization analysis is designed to evaluate the representation of individuals with disabilities in each job group within the contractor's workforce with the 7 percent utilization goal established by the OFCCP. The utilization goal is not a rigid and inflexible quota which must be met, nor is it to be considered either a ceiling or a floor for the employment of particular groups. Quotas are expressly forbidden.

XIII. Identification of Problem Areas and Action-oriented Programs (41 CFR 60-741.45(e) and (f))

When the percentage of individuals with disabilities in one or more job groups is less than the utilization goal, the College takes steps to determine whether and where impediments to equal employment opportunity exist. When making this determination, we assess personnel processes, the effectiveness of the outreach and recruitment efforts, the results of our affirmative action program audit, and any other areas that might affect the success of the affirmative action program.

The College develops and executes action-oriented programs designed to correct any identified problems areas. These action-oriented programs may include the modification of personnel processes to ensure equal employment opportunity for individuals with disabilities, alternative or additional outreach and recruitment efforts, and/or other actions designed to correct the identified problem areas and attain the established goal.

Lane Community College

OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS (OFCCP)

AFFIRMATIVE ACTION PROGRAM (AAP)

FOR VEVRAA

Plan Effective Date: January 1, 2025

Plan Expiration Date: December 31, 2025

AAP Administrator: Shane Turner, Vice President of Human Resource

Approved by: Shane Turner, Vice President of Human Resource

Establishment's Name: Main

Establishment's Address: 4000 E 30th Ave Eugene, OR 97405

Lane Community College

AFFIRMATIVE ACTION PROGRAM for PROTECTED VETERANS

CONFIDENTIAL TRADE SECRET MATERIALS

The material set forth in the AAP is deemed to constitute trade secrets, operations information, confidential statistical data, and other confidential commercial and financial data, within the meaning of the Freedom of Information Act, U.S.C. 552, Title VII of the Civil Rights Act of 1964 (as amended), 42 U.S.C. 2000e et seq., the Trade Secrets Act, 18 U.S.C. 1905, and 44 U.S.C. 3508, the disclosure of which is prohibited by law and would subject the individual making the disclosure to criminal and/or civil sanctions.

TABLE OF CONTENTS

- I. Equal Employment Opportunity (EEO) Policy Statement (41 CFR 60-300.44(a))
- II. Review of Personnel Processes (41 CFR 60-300.44(b))
- III. Review of Physical and Mental Job Qualification Standards (41 CFR 60-300.44(c))
- IV. Reasonable Accommodation to Physical and Mental Limitations (41 CFR 60-300.44(d))
- V. Anti-Harassment Procedures (41 CFR 60-300.44(e))
- VI. External Dissemination of Policy, Outreach, and Positive Recruitment (41 CFR 60-300.44(f))
- VII. Internal Dissemination of Policy (41 CFR 60-300.44(g))
- VIII. Audit and Reporting Systems (41 CFR 60-300.44(h))
- IX. Responsibilities for Implementation (41 CFR 60-300.44(i))
 - A. Responsibilities of Vice President of Human Resource
 - B. Responsibilities of Managers and Supervisors
- X. Training (41 CFR 60-300.44(j))
- XI. Applicants and Hiring Data (41 CFR 60-300.44(k))
- XII. Hiring Benchmarks (41 CFR 60-300.45)

I. Equal Employment Opportunity (EEO) Policy Statement (41 CFR 60-300.44(a))

The EEO Policy Statement on the following page is posted on our College's bulletin board along with our required employment posters and is viewable by both employees and applicants. The Know Your Rights: Workplace Discrimination is Illegal poster is also posted on our College's bulletin board as well as made available electronically through our College website for viewing by online applicants.

Lane Community College

EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

It is the policy of Lane Community College not to discriminate against any employee or applicant for employment because of his or her race, color, religion, sex, sexual orientation, gender identity, national origin, or because he or she is an individual with a disability or disabled veteran, Armed Forces service medal veteran, recently separated veteran, or active duty wartime or campaign badge veteran, or thereafter referred collectively as "protected veterans." It is also the policy of Lane Community College to take affirmative action to employ and to advance in employment, all persons regardless of their status as individuals with disabilities or protected veterans, and to base all employment decisions only on valid job requirements. This policy shall apply to all employment actions, including but not limited to recruitment, hiring, upgrading, promotion, transfer, demotion, layoff, recall, termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship, at all levels of

employment. Furthermore, the College will provide qualified applicants and employees who request an accommodation due to a disability with reasonable accommodations, as required by law.

Lane Community College prohibits harassment of employees and applicants because they are individuals with disabilities or protected veterans. Lane Community College also prohibits retaliation against employees and applicants for filing a complaint, opposing any discriminatory act or practice, assisting or participating in any manner in a review, investigation, or hearing or otherwise seeking to obtain their legal rights under any Federal, State, or local EEO law requiring equal employment opportunity for individuals with disabilities and protected veterans. Prohibited retaliation includes, but is not limited to, harassment, intimidation, threats, coercion or other adverse actions that might dissuade someone from asserting their rights.

As President of Lane Community College, I am committed to the principles of affirmative action and equal employment opportunity. In order to ensure dissemination and implementation of equal employment opportunity and affirmative action throughout all levels of the College, Shane Turner has been assigned Vice President of Human Resource duties for Lane Community College. One of the Vice President of Human Resource's duties will be to establish and maintain an internal audit and reporting system to allow for effective measurement of Lane Community College's programs.

In furtherance of Lane Community College's policy regarding affirmative action and equal employment opportunity, Lane Community College has developed a written Affirmative Action Program (AAP) which sets forth the policies, practices and procedures that Lane Community College is committed to in order to ensure that its policy of nondiscrimination and affirmative action for qualified individuals with disabilities and qualified protected veterans is accomplished. This AAP is available for inspection by any employee or applicant for employment upon request between On-Line at the Human Resources department. Any questions should be directed to me, your supervisor, or Shane Turner, Vice President of Human Resource.

Dr. Stephanie Bulger
President
Lane Community College
January 1, 2025

II. Review of Personnel Processes (41 CFR 60-300.44(b))

Lane Community College complies with the requirement to "periodically review" its personnel processes by reviewing these processes annually to determine whether its present procedures assure careful, thorough, and systematic consideration of the qualifications of known protected veterans. As part of this review, Lane Community College also ensures that its personnel processes do not stereotype protected veterans in a manner which limits their access to all jobs for which they are qualified. This review covers all procedures related to the filling of job vacancies either by hire or by promotion, as well as to all training opportunities offered or made available to employees.

The following is a set of procedures which may be used to meet the requirements of 41 CFR 60-300.44(b):

1. Applicant records are maintained which indicate whether an applicant self-identified as a protected veteran. This information can be retrieved for review by the Department of Labor and the contractor's personnel officials for use in investigations and internal compliance activities.

2. Records are maintained which indicate employees considered for competitive promotions within the organization. Employees are given the opportunity to voluntarily self-identify protected veteran status.
3. Records are maintained regarding training opportunities granted to employees which include whether the employee has self-identified as a protected veteran.
4. Any time a known protected veteran applicant or employee is rejected for employment, promotion, or training, the College prepares a statement outlining the reason.
5. Requests for accommodation due to a disability are maintained along with the nature of the request and whether the accommodation was granted. If the accommodation was denied, the College prepares a statement describing the reason for denying the accommodation request. All accommodation records are treated as a confidential medical record in accordance with 41 CFR 60-300.23(d).

III. Review of Physical and Mental Job Qualification Standards (41 CFR 60-300.44(c))

Lane Community College reviews the physical and mental job qualification standards of each job opening before it is publicly or internally posted to ensure that, to the extent that such qualification requirements tend to screen out qualified disabled veterans, they are related to the job(s) in question and consistent with business necessity and the safe performance of the job. The physical and mental qualifications are also reviewed as new jobs are established or job requirements are modified.

All job qualification requirements were found to be job related and consistent with business necessity and safety. Lane Community College will continue to review physical and mental job qualification requirements whenever a job vacancy will be filled through either hiring or promotion and will conduct a qualifications review whenever job duties change.

If Lane Community College at any time should inquire into an applicant's physical or mental condition or should conduct a medical examination, such inquiries or exams will be conducted in accordance with the VEVRAA regulations and the information obtained as a result of the inquiry or exam will be kept confidential, except as otherwise provided for in the VEVRAA regulations. The results of the examination or inquiry will only be used in accordance with the VEVRAA regulations.

IV. Reasonable Accommodation to Physical and Mental Limitations (41 CFR 60-300.44(d))

Lane Community College will continue its longstanding commitment to making reasonable accommodation to the known physical or mental limitations of qualified disabled veterans unless doing so would impose an undue hardship on the operation of its business. The College also commits to engaging in an interactive process with the person requesting the accommodation (or the person's representative), as needed, to determine an appropriate accommodation.

If an employee who is known to be a qualified disabled veteran is having significant difficulty performing his or her job and it is reasonable to conclude that the performance problem may be related to the known disability, the manager or appropriate HR personnel will confidentially notify the employee of the performance problem and inquire whether the problem is related to the employee's disability. If the employee indicates that the performance problems are related to his or her disability, the employee is asked if reasonable accommodation is needed.

In determining the extent of the College's accommodation obligations, the following factors are considered:

1. Business necessity; and
2. Financial cost and expense.

Lane Community College will also ensure that all requests for reasonable accommodation and any medical or disability-related information provided to Lane Community College will be treated as confidential medical records and maintained in a separate medical file.

V. Anti-Harassment Procedures (41 CFR 60-300.44(e))

Employees and applicants of Lane Community College will not be subject to harassment because of protected veteran status. Retaliation, including intimidation, threat, coercion, or discrimination, against an employee or applicant because they have objected to discrimination, engaged or may engage in filing a complaint, assisted in a review, investigation, or hearing or have otherwise sought to obtain their legal rights under any Federal, State, or local EEO law regarding protected veterans is prohibited. Any employee or applicant who believes that he or she has been subject to retaliation should promptly contact a manager in their chain of command, or promptly contact the Vice President of Human Resource for assistance.

This policy is made available for employees and applicants to view. Furthermore, Lane Community College monitors its environment for the presence of any forms of harassment, intimidation, or coercion and, where warranted, takes corrective action.

VI. External Dissemination of Policy, Outreach, and Positive Recruitment (41 CFR 60-300.44(f))

Lane Community College undertakes appropriate outreach and positive recruitment efforts to effectively attract protected veterans. In order to comply with the external dissemination of the EEO and Affirmative Action policy, the College provides written or electronic notification to all current subcontractors, vendors, and suppliers and will continue to do so on an annual basis. The College will also provide such notification to new subcontractors, vendors, and suppliers upon entering into a relationship with them. Lane Community College has informed its recruiting sources, including State employment agencies and local employment service delivery systems, of the College's policy concerning the employment of qualified protected veterans and will notify them of employment opportunities as they become available. Lane Community College requested all recruiting sources to actively recruit and refer qualified persons for job opportunities. Lane Community College will include the equal opportunity clause concerning the employment of qualified protected veterans in all non-exempt subcontracts and purchase orders.

VII. Internal Dissemination of Policy (41 CFR 60-300.44(g))

Lane Community College has developed internal procedures to communicate its obligation to engage in affirmative action efforts to employ and advance in employment qualified protected veterans. Procedures are designed to foster understanding, acceptance, and support among all employees and to encourage them to help Lane Community College meet this obligation.

The College realizes that an outreach program is ineffective without the adequate internal support from management personnel and other employees. In order to ensure greater employee cooperation and participation in the College's affirmative action efforts, Vice President of Human Resource has adopted policies and engaged in activities which are not limited to the following:

1. Copy of our AAP for Protected Veterans is available for inspection to any employee or applicant upon request;
2. EEO Policy Statement and the Know Your Rights: Workplace Discrimination is Illegal poster are placed on bulletin boards located throughout our facilities and work areas;
3. Electronic versions of the EEO Policy Statement and the Know Your Rights: Workplace Discrimination is Illegal poster are clearly labeled and posted on the College's intranet;
4. Meetings with executive, management, and supervisory personnel are held to explain the intent of the policy and individual responsibility for effective implementation;
5. Managers and supervisors are provided with affirmative action and EEO training upon commencement of their management roles;
6. Policy is discussed during employee orientation;
7. Union officials and/or employee representatives are informed of these policies; and
8. When employees are featured in publications, protected veterans are included when available.

VIII. Audit and Reporting Systems (41 CFR 60-300.44(h))

The Vice President of Human Resource has the responsibility for the preparation and implementation of the AAP. Responsibility for the effective implementation of the AAP is also vested with each department manager and supervisor.

The following activities are reviewed at least annually to ensure freedom from discrimination against, or stereotyping of, protected veterans in any manner. During the self-audit, the following activities are reviewed:

1. Recruitment, advertising, and job application procedures;
2. Implementation of hiring, promotion, upgrading, award of tenure, layoff, and recall from layoff;
3. Rates of pay and any other forms of compensation including fringe benefits;
4. Job assignments, job classifications, job descriptions, and seniority lists;
5. Awarding of sick leave, leaves of absence, or implementation of any other leave policies;
6. Participation in training, mentoring, or apprenticeship programs, and attendance at professional meetings and conferences; and
7. Application of any other term, condition, or privilege of employment, including participation in College-sponsored educational, training, recreational, and social activities.

Lane Community College's audit system includes periodic reports provided by the Vice President of Human Resource documenting any efforts to achieve its EEO/AAP responsibilities. Managers and supervisors are asked to report any current or foreseeable EEO problem areas and are asked to outline their suggestions/recommendations for solutions.

The following documents are maintained as a component of Lane Community College's internal audit process: documentation of self-audit; summary data of personnel activity including external job offers and hires, promotions, resignations, terminations, and layoffs by job group relating to protected veterans; and an applicant flow log showing the name, race, ethnicity, sex, disability status, veteran status, date of application, job title, and action taken for all individuals applying for job opportunities.

IX. Responsibility for Implementation (41 CFR 60-300.44(i))

A. Responsibilities of Vice President of Human Resource:

Shane Turner, the Vice President of Human Resource, has been designated to direct the activities of the affirmative action program. This person has the responsibility for ensuring the effective implementation of the College's AAP. These responsibilities include, but are not limited to:

1. Implementing the AAP for protected veterans, policy statements, personnel policies and procedures, internal and external communication of the policy, and monitoring the effectiveness of these actions;
2. Reviewing all personnel actions, policies, and procedures to ensure compliance with Lane Community College's affirmative action obligations;
3. Assisting Human Resources department with reviewing the qualifications of all applicants and employees considered/eligible for hiring, promotion, transfer, or layoff/reduction in force to ensure qualified protected veterans are treated in a nondiscriminatory manner when hiring, promotion, transfer, or layoff/reduction in force occur;
4. Assisting in the development of solutions for any identified problem areas;
5. Monitoring the effectiveness of the program on a continuing basis through the development and implementation of an internal audit and reporting system that measures the effectiveness of the program;
6. Keeping management informed of equal opportunity progress and problems within the College through, at a minimum, periodic reports;
7. Providing department managers with a copy of the AAP for protected veterans and reviewing the program with them on an annual basis to ensure knowledge of their responsibilities for implementation of the program;
8. Reviewing the College's AAP for protected veterans with all managers and supervisors at all levels to ensure that the policy is understood and is followed in all personnel activities;
9. Assisting in ensuring that career development of employees who are protected veterans is equal to that of other employees;
10. Auditing the contents of College bulletin boards to ensure that required information is posted and up-to-date;
11. Serving as a liaison between Lane Community College and enforcement agencies; and
12. Serving as a liaison between Lane Community College and outreach and recruitment sources for protected veterans.

B. Responsibilities of Managers and Supervisors:

Managers and supervisors are advised annually of their responsibilities under the College's AAP for protected veterans. These responsibilities include, but are not limited to:

1. Reviewing the College's affirmative action policy for protected veterans with subordinate managers and supervisors to ensure that they are aware of the policy and understand their obligation to comply with it in all personnel actions;
2. Reviewing the qualifications of all applicants and employees to ensure qualified individuals are treated in a nondiscriminatory manner when hiring, promotion, transfer, or layoff/reduction in force occur; and
3. Reviewing all employees' performance to ensure that non-discrimination is adhered to in all personnel activities.

X. Training (41 CFR 60-300.44(j))

All personnel involved in the recruitment, screening, selection, promotion, disciplinary, and related processes receive annual training regarding Lane Community College's AAP and their role in its implementation. Employees hired or promoted into these roles also receive training on regulatory

requirements under Vietnam Era Veterans' Readjustment Assistance Act soon after being hired or placed into these roles.

During the annual training, personnel are advised of their responsibilities under the AAP for protected veterans and of their obligations to:

- Assist in the identification of problem areas, formulate solutions, and establish departmental goals and objectives when necessary;
- Ensure qualified applicants and employees who are protected veterans are treated in a nondiscriminatory manner in all employment practices, including when making selection decisions, such as for hire, promotion, training, or to receive awards or bonuses;
- Provide reasonable accommodation to the known physical or mental limitations of qualified disabled veterans unless such accommodation would impose an undue hardship on the conduct of its business;
- Maintain confidentiality of any information regarding self-identification of protected veteran status; and
- Ensure that nondiscrimination is adhered to in all personnel activities.

XI. Applicant and Hiring Data (41 CFR 60-300.44(k))

Lane Community College collects employee data pertaining to protected veterans to assess the effectiveness of the College's outreach and recruitment efforts. We invite applicants to voluntarily inform the College whether they believe they are protected veterans in compliance with the VEVRAA requirements. This data will be maintained for three years.

XII. Hiring Benchmarks (41 CFR 60-300.45)

Lane Community College has adopted the national percentage of veterans in the civilian labor force provided by OFCCP as its hiring benchmark for the AAP year. This benchmark is used as one of the criteria in its assessment of the effectiveness of its outreach and recruitment efforts.

Placement Goals

Analysis Data as of 11/17/2025

Main

Job Group	Class	Goal Placement Rate %
11 - Non-Instructional Managers	Minority	22.10
12 - Instructional Managers	Female	61.26
	Minority	22.76
13 - Arts & Letter Faculty	Female	57.79
	Minority	23.98
14 - Science & Math Faculty	Minority	21.82
15 - Trade & Tech Skills Faculty	Female	38.98
	Minority	17.16
16 - Basic Skills Faculty	Minority	22.47
17 - Health & Athletic Faculty	Minority	15.74
21 - Para-prof;Technology &/or Adm	Female	62.74
	Minority	15.53
23 - Computer Program/Network/Help	Minority	35.46
24 - Student Srv & Instruct Support	Minority	15.36
26 - Craft (skilled)	Minority	21.27
28 - Service Worker	Female	62.69
29 - Laborers (unskilled)	Female	39.44
PT14 - PT Science & Math Faculty	Female	49.61
	Minority	19.42
PT15 - PT Trade & Tech Faculty	Female	49.61
	Minority	19.42
PT16 - PT Basic Skills Faculty	Minority	19.42
PT17 - PT Health & Athletics Faculty	Minority	19.42
PT19 - PT Prof HR, Fin, Coord; all	Female	47.55
	Minority	6.34
PT21 - PT Para-prof;Tech &/or Admin	Minority	15.97
PT24 - PT Student Srv & Instr Support	Female	76.53
	Minority	18.97
PT26 - PT Craft worker (skilled)	Female	7.32
	Minority	17.70
PT27 - PT Operative (semi-skilled)	Female	60.20
PT28 - PT Service Worker	Female	72.51

Placement Goals

Analysis Data as of 11/17/2025

Main

Job Group	Class	Goal Placement Rate %
PT28 - PT Service Worker	Minority	22.34
PT29 - PT Laborer (unskilled)	Minority	26.10

Incumbency vs Availability

Analysis Data as of 11/17/2025

Main

Job Group: 10 - Senior Executives

Factor	Weight	Total Female		Total Minorities	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment area	60.00	29.78	17.87	20.57	12.34
Internally available	40.00	52.75	21.10	12.59	5.04
Total Weighted Availability			38.96		17.37
Current Utilization			54.55		18.18
Incumbents	Total: 11		6		2
Expected Incumbents			4.29		1.91
Shortfall in Persons			0.00		0.00
Difference is greater than or equal to 0.01 persons			No		No

Incumbency vs Availability

Analysis Data as of 11/17/2025

Main

Job Group: 11 - Non-Instructional Managers

Factor	Weight	Total Female		Total Minorities	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment area	68.00	55.18	37.52	26.61	18.10
Internally available	32.00	40.69	13.02	12.51	4.00
Total Weighted Availability		50.54		22.10	
Current Utilization		63.83		8.51	
Incumbents	Total: 47		30		4
Expected Incumbents			23.76		10.39
Shortfall in Persons			0.00		6.39
Difference is greater than or equal to 0.01 persons			No		Yes

Incumbency vs Availability

Analysis Data as of 11/17/2025

Main

Job Group: 12 - Instructional Managers

Factor	Weight	Total Female		Total Minorities	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment area	58.80	64.76	38.08	28.85	16.96
Internally available	41.20	56.27	23.18	14.07	5.80
Total Weighted Availability			61.26		22.76
Current Utilization			41.67		16.67
Incumbents	Total: 12		5		2
Expected Incumbents			7.35		2.73
Shortfall in Persons			2.35		0.73
Difference is greater than or equal to 0.01 persons			Yes		Yes

Incumbency vs Availability

Analysis Data as of 11/17/2025

Main

Job Group: 13 - Arts & Letter Faculty

Factor	Weight	Total Female		Total Minorities	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment area	36.00	49.68	17.88	28.96	10.43
Internally available	64.00	62.35	39.91	21.18	13.55
Total Weighted Availability			57.79	23.98	
Current Utilization			54.72	18.87	
Incumbents	Total: 53		29	10	
Expected Incumbents			30.63	12.71	
Shortfall in Persons			1.63	2.71	
Difference is greater than or equal to 0.01 persons			Yes	Yes	

Incumbency vs Availability

Analysis Data as of 11/17/2025

Main

Job Group: 14 - Science & Math Faculty

Factor	Weight	Total Female		Total Minorities	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment area	60.00	49.68	29.81	28.96	17.38
Internally available	40.00	47.22	18.89	11.11	4.44
Total Weighted Availability		48.69		21.82	
Current Utilization		48.84		6.98	
Incumbents	Total: 43		21		3
Expected Incumbents			20.94		9.38
Shortfall in Persons			0.00		6.38
Difference is greater than or equal to 0.01 persons			No		Yes

Incumbency vs Availability

Analysis Data as of 11/17/2025

Main

Job Group: 15 - Trade & Tech Skills Faculty

Factor	Weight	Total Female		Total Minorities	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment area	53.00	49.68	26.33	28.96	15.35
Internally available	47.00	26.92	12.65	3.85	1.81
Total Weighted Availability			38.98		17.16
Current Utilization			17.86		14.29
Incumbents	Total: 28		5		4
Expected Incumbents			10.91		4.80
Shortfall in Persons			5.91		0.80
Difference is greater than or equal to 0.01 persons			Yes		Yes

Incumbency vs Availability

Analysis Data as of 11/17/2025

Main

Job Group: 16 - Basic Skills Faculty

Factor	Weight	Total Female		Total Minorities	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment area	53.00	49.68	26.33	28.96	15.35
Internally available	47.00	69.70	32.76	15.15	7.12
Total Weighted Availability			59.09	22.47	
Current Utilization			91.67	16.67	
Incumbents	Total: 12		11	2	
Expected Incumbents			7.09	2.70	
Shortfall in Persons			0.00	0.70	
Difference is greater than or equal to 0.01 persons			No	Yes	

Incumbency vs Availability

Analysis Data as of 11/17/2025

Main

Job Group: 17 - Health & Athletic Faculty

Factor	Weight	Total Female		Total Minorities	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment area	35.00	49.68	17.39	28.96	10.14
Internally available	65.00	60.34	39.22	8.62	5.60
Total Weighted Availability		56.61		15.74	
Current Utilization		65.38		7.69	
Incumbents	Total: 52		34		4
Expected Incumbents			29.44		8.18
Shortfall in Persons			0.00		4.18
Difference is greater than or equal to 0.01 persons			No		Yes

Incumbency vs Availability

Analysis Data as of 11/17/2025

Main

Job Group: 18 - Non-Instructional Faculty

Factor	Weight	Total Female		Total Minorities	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment area	87.50	49.68	43.47	28.96	25.34
Internally available	12.50	53.81	6.73	13.01	1.63
Total Weighted Availability		50.19		26.97	
Current Utilization		73.91		30.43	
Incumbents	Total: 23		17		7
Expected Incumbents			11.54		6.20
Shortfall in Persons			0.00		0.00
Difference is greater than or equal to 0.01 persons			No		No

Incumbency vs Availability

Analysis Data as of 11/17/2025

Main

Job Group: 19 - Prof HR, Fin, Coord; all

Factor

Weight

Total
Female

Total
Minorities

Avail

Wtd

Avail

Wtd

Requisite skills in recruitment area	65.22	48.75	31.79	11.01	7.18
--------------------------------------	-------	-------	-------	-------	------

Internally available	34.78	56.25	19.56	13.61	4.73
----------------------	-------	-------	-------	-------	------

Total Weighted Availability		51.36		11.92	
------------------------------------	--	--------------	--	--------------	--

Current Utilization		75.58		12.79	
----------------------------	--	--------------	--	--------------	--

Incumbents	Total: 86		65		11
-------------------	------------------	--	----	--	----

Expected Incumbents			44.17		10.25
----------------------------	--	--	-------	--	-------

Shortfall in Persons			0.00		0.00
-----------------------------	--	--	------	--	------

Difference is greater than or equal to 0.01 persons			No		No
--	--	--	-----------	--	-----------

Incumbency vs Availability

Analysis Data as of 11/17/2025

Main

Job Group: 21 - Para-prof;Technology &/or Adm

Factor	Weight	Total Female		Total Minorities	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment area	60.00	58.11	34.86	17.09	10.25
Internally available	40.00	69.69	27.88	13.18	5.27
Total Weighted Availability			62.74		15.53
Current Utilization			60.00		15.00
Incumbents	Total: 20		12		3
Expected Incumbents			12.55		3.11
Shortfall in Persons			0.55		0.11
Difference is greater than or equal to 0.01 persons			Yes		Yes

Incumbency vs Availability

Analysis Data as of 11/17/2025

Main

Job Group: 23 - Computer Program/Network/Help

Factor	Weight	Total Female		Total Minorities	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment area	95.00	22.12	21.02	36.36	34.55
Internally available	5.00	61.90	3.10	18.34	0.92
Total Weighted Availability			24.11	35.46	
Current Utilization			25.00	12.50	
Incumbents	Total: 40		10	5	
Expected Incumbents			9.65	14.19	
Shortfall in Persons			0.00	9.19	
Difference is greater than or equal to 0.01 persons			No	Yes	

Incumbency vs Availability

Analysis Data as of 11/17/2025

Main

Job Group: 24 - Student Srv & Instruct Support

Factor	Weight	Total Female		Total Minorities	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment area	65.00	62.68	40.74	17.16	11.16
Internally available	35.00	79.84	27.95	12.01	4.20
Total Weighted Availability		68.69		15.36	
Current Utilization		75.00		12.50	
Incumbents	Total: 32		24		4
Expected Incumbents			21.98		4.91
Shortfall in Persons			0.00		0.91
Difference is greater than or equal to 0.01 persons			No		Yes

Incumbency vs Availability

Analysis Data as of 11/17/2025

Main

Job Group: 25 - Administrative Support

Factor	Weight	Total Female		Total Minorities	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment area	67.95	62.19	42.26	11.72	7.96
Internally available	32.05	70.57	22.62	14.59	4.67
Total Weighted Availability		64.88		12.64	
Current Utilization		84.38		18.75	
Incumbents	Total: 64		54		12
Expected Incumbents			41.52		8.09
Shortfall in Persons			0.00		0.00
Difference is greater than or equal to 0.01 persons			No		No

Incumbency vs Availability

Analysis Data as of 11/17/2025

Main

Job Group: 26 - Craft (skilled)

Factor

Factor	Weight	Total Female		Total Minorities	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment area	85.71	4.18	3.58	19.41	16.64
Internally available	14.29	25.00	3.57	32.41	4.63
Total Weighted Availability			7.16	21.27	
Current Utilization			10.00	0.00	
Incumbents	Total: 10		1	0	
Expected Incumbents			0.72	2.13	
Shortfall in Persons			0.00	2.13	
Difference is greater than or equal to 0.01 persons			No	Yes	

Incumbency vs Availability

Analysis Data as of 11/17/2025

Main

Job Group: 27 - Operatives (semi-skilled)

Factor	Weight	Total Female		Total Minorities	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment area	83.33	19.82	16.51	21.09	17.58
Internally available	16.67	10.00	1.67	37.50	6.25
Total Weighted Availability			18.18		23.83
Current Utilization			25.00		25.00
Incumbents	Total: 4		1		1
Expected Incumbents			0.73		0.95
Shortfall in Persons			0.00		0.00
Difference is greater than or equal to 0.01 persons			No		No

Incumbency vs Availability

Analysis Data as of 11/17/2025

Main

Job Group: 28 - Service Worker

Factor

	Weight	Total Female		Total Minorities	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment area	45.00	52.00	23.40	15.37	6.91
Internally available	55.00	71.43	39.29	21.43	11.79
Total Weighted Availability			62.69		18.70
Current Utilization			50.00		22.22
Incumbents	Total: 18		9		4
Expected Incumbents			11.28		3.37
Shortfall in Persons			2.28		0.00
Difference is greater than or equal to 0.01 persons			Yes		No

Incumbency vs Availability

Analysis Data as of 11/17/2025

Main

Job Group: 29 - Laborers (unskilled)

Factor	Weight	Total Female		Total Minorities	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment area	100.00	39.44	39.44	24.49	24.49
Internally available	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability		39.44		24.49	
Current Utilization		20.00		25.00	
Incumbents	Total: 20		4		5
Expected Incumbents			7.89		4.90
Shortfall in Persons			3.89		0.00
Difference is greater than or equal to 0.01 persons			Yes		No

Incumbency vs Availability

Analysis Data as of 11/17/2025

Main

Job Group: PT13 - PT Arts & Letter Faculty

Factor	Weight	Total Female		Total Minorities	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment area	100.00	49.61	49.61	19.42	19.42
Internally available	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability		49.61		19.42	
Current Utilization		62.35		21.18	
Incumbents	Total: 85		53		18
Expected Incumbents			42.17		16.50
Shortfall in Persons			0.00		0.00
Difference is greater than or equal to 0.01 persons			No		No

Incumbency vs Availability

Analysis Data as of 11/17/2025

Main

Job Group: PT14 - PT Science & Math Faculty

Factor	Weight	Total Female		Total Minorities	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment area	100.00	49.61	49.61	19.42	19.42
Internally available	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability		49.61		19.42	
Current Utilization		47.22		11.11	
Incumbents	Total: 36		17		4
Expected Incumbents			17.86		6.99
Shortfall in Persons			0.86		2.99
Difference is greater than or equal to 0.01 persons			Yes		Yes

Incumbency vs Availability

Analysis Data as of 11/17/2025

Main

Job Group: PT15 - PT Trade & Tech Faculty

Factor	Weight	Total Female		Total Minorities	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment area	100.00	49.61	49.61	19.42	19.42
Internally available	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability		49.61		19.42	
Current Utilization		26.92		3.85	
Incumbents	Total: 26		7		1
Expected Incumbents			12.90		5.05
Shortfall in Persons			5.90		4.05
Difference is greater than or equal to 0.01 persons			Yes		Yes

Incumbency vs Availability

Analysis Data as of 11/17/2025

Main

Job Group: PT16 - PT Basic Skills Faculty

Factor	Weight	Total Female		Total Minorities	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment area	100.00	49.61	49.61	19.42	19.42
Internally available	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability		49.61		19.42	
Current Utilization		69.70		15.15	
Incumbents	Total: 33		23		5
Expected Incumbents			16.37		6.41
Shortfall in Persons			0.00		1.41
Difference is greater than or equal to 0.01 persons			No		Yes

Incumbency vs Availability

Analysis Data as of 11/17/2025

Main

Job Group: PT17 - PT Health & Athletics Faculty

Factor	Weight	Total Female		Total Minorities	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment area	100.00	49.61	49.61	19.42	19.42
Internally available	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability		49.61		19.42	
Current Utilization		60.34		8.62	
Incumbents	Total: 58		35		5
Expected Incumbents			28.77		11.26
Shortfall in Persons			0.00		6.26
Difference is greater than or equal to 0.01 persons			No		Yes

Incumbency vs Availability

Analysis Data as of 11/17/2025

Main

Job Group: PT19 - PT Prof HR, Fin, Coord; all

Factor	Weight	Total Female		Total Minorities	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment area	100.00	47.55	47.55	6.34	6.34
Internally available	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability		47.55		6.34	
Current Utilization		33.33		0.00	
Incumbents	Total: 3		1		0
Expected Incumbents			1.43		0.19
Shortfall in Persons			0.43		0.19
Difference is greater than or equal to 0.01 persons			Yes		Yes

Incumbency vs Availability

Analysis Data as of 11/17/2025

Main

Job Group: PT21 - PT Para-prof;Tech &/or Admin

Factor	Weight	Total Female		Total Minorities	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment area	100.00	26.12	26.12	15.97	15.97
Internally available	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			26.12	15.97	
Current Utilization			85.71	0.00	
Incumbents	Total: 7		6	0	
Expected Incumbents			1.83	1.12	
Shortfall in Persons			0.00	1.12	
Difference is greater than or equal to 0.01 persons			No	Yes	

Incumbency vs Availability

Analysis Data as of 11/17/2025

Main

Job Group: PT23 - PT Computer Program/Network/He

Factor	Weight	Total Female		Total Minorities	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment area	100.00	24.05	24.05	6.71	6.71
Internally available	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability		24.05	24.05	6.71	6.71
Current Utilization		40.00	40.00	40.00	40.00
Incumbents	Total: 5		2		2
Expected Incumbents			1.20		0.34
Shortfall in Persons			0.00		0.00
Difference is greater than or equal to 0.01 persons			No		No

Incumbency vs Availability

Analysis Data as of 11/17/2025

Main

Job Group: PT24 - PT Student Srv & Instr Support

Factor	Weight	Total Female		Total Minorities	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment area	100.00	76.53	76.53	18.97	18.97
Internally available	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			76.53	18.97	
Current Utilization			62.50	16.67	
Incumbents	Total: 72		45	12	
Expected Incumbents			55.10	13.66	
Shortfall in Persons			10.10	1.66	
Difference is greater than or equal to 0.01 persons			Yes	Yes	

Incumbency vs Availability

Analysis Data as of 11/17/2025

Main

Job Group: PT25 - PT Administrative Support

Factor	Weight	Total Female		Total Minorities	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment area	100.00	75.20	75.20	13.90	13.90
Internally available	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			75.20	13.90	
Current Utilization			89.29	14.29	
Incumbents	Total: 28		25	4	
Expected Incumbents			21.06	3.89	
Shortfall in Persons			0.00	0.00	
Difference is greater than or equal to 0.01 persons			No	No	

Incumbency vs Availability

Analysis Data as of 11/17/2025

Main

Job Group: PT26 - PT Craft worker (skilled)

Factor	Weight	Total Female		Total Minorities	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment area	100.00	7.32	7.32	17.70	17.70
Internally available	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability		7.32		17.70	
Current Utilization		0.00		0.00	
Incumbents	Total: 1		0		0
Expected Incumbents			0.07		0.18
Shortfall in Persons			0.07		0.18
Difference is greater than or equal to 0.01 persons			Yes		Yes

Incumbency vs Availability

Analysis Data as of 11/17/2025

Main

Job Group: PT27 - PT Operative (semi-skilled)

Factor	Weight	Total Female		Total Minorities	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment area	100.00	60.20	60.20	13.56	13.56
Internally available	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			60.20	13.56	
Current Utilization			0.00	50.00	
Incumbents	Total: 2		0	1	
Expected Incumbents			1.20	0.27	
Shortfall in Persons			1.20	0.00	
Difference is greater than or equal to 0.01 persons			Yes	No	

Incumbency vs Availability

Analysis Data as of 11/17/2025

Main

Job Group: PT28 - PT Service Worker

Factor	Weight	Total Female		Total Minorities	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment area	100.00	72.51	72.51	22.34	22.34
Internally available	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability		72.51		22.34	
Current Utilization		71.43		21.43	
Incumbents	Total: 14		10		3
Expected Incumbents			10.15		3.13
Shortfall in Persons			0.15		0.13
Difference is greater than or equal to 0.01 persons			Yes		Yes

Incumbency vs Availability

Analysis Data as of 11/17/2025

Main

Job Group: PT29 - PT Laborer (unskilled)

Factor	Weight	Total Female		Total Minorities	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment area	100.00	30.83	30.83	26.10	26.10
Internally available	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability		30.83		26.10	
Current Utilization		42.86		7.14	
Incumbents	Total: 14		6		1
Expected Incumbents			4.32		3.65
Shortfall in Persons			0.00		2.65
Difference is greater than or equal to 0.01 persons			No		Yes

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: Academic & Tutoring Services

Manager Name: Kepka, Jenn

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	PT Instructional Specialist	5	E - G	22	3	Male	10	9	0	1	0	0	0	0	0
						Female	12	10	0	1	0	1	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
	Project Specialist 2	5	F	1	0	Male	0	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
	Instructional Specialist	5	F	1	0	Male	0	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
	Administrative Coordinator - Bilingual	5	G	1	0	Male	0	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
	Project Coordinator - Lead	5	H	1	0	Male	0	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
	Project Coordinator	5	H - I	2	0	Male	1	1	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: Academic & Tutoring Services

Manager Name: Kepka, Jenn

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	Director of Academic Tutoring Services	1	L	1	0	Male	0	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
	Faculty Instructor Academic & Tutoring Services	2	L	1	0	Male	0	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
Totals				30	3	Male	11	10	0	1	0	0	0	0	0
					10.00	%	36.67	33.33	0.00	3.33	0.00	0.00	0.00	0.00	0.00
						Female	19	17	0	1	0	1	0	0	0
						%	63.33	56.67	0.00	3.33	0.00	3.33	0.00	0.00	0.00
						Non-binary	0	0	0	0	0	0	0	0	0
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Unknown	0	0	0	0	0	0	0	0	0
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Department: Academic Advising

Manager Name: Smith, Mary

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	Administrative Coordinator	5	G	1	0	Male	0	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: Academic Advising

Manager Name: Smith, Mary

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	Student Advisor 2 - Lead - Bilingual	5	G	1	1	Male	0	0	0	0	0	0	0	0	0
						Female	1	0	0	1	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
	PT Student Advisor 2	5	G	1	0	Male	1	1	0	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
	Student Advisor 2 - Lead	5	H	5	2	Male	0	0	0	0	0	0	0	0	0
						Female	5	3	0	1	0	1	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
	Project Coordinator	5	I	1	0	Male	1	1	0	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
	Director of Academic Advising	1	I	1	0	Male	0	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: Academic Advising

Manager Name: Smith, Mary

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown			
				Employees	Minorities													
	Project Coordinator - Lead	5	I	1	0	Male	1	1	0	0	0	0	0	0	0			
								Female	0	0	0	0	0	0	0	0	0	
									Non-binary	0	0	0	0	0	0	0	0	0
									Unknown	0	0	0	0	0	0	0	0	0
Totals				11	3	Male	3	3	0	0	0	0	0	0	0			
					27.27	%	27.27	27.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
						Female	8	5	0	2	0	1	0	0	0			
						%	72.73	45.45	0.00	18.18	0.00	9.09	0.00	0.00	0.00			
						Non-binary	0	0	0	0	0	0	0	0	0			
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
						Unknown	0	0	0	0	0	0	0	0	0			
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			

Department: Academic Learning Skills

Manager Name: Gates Tapia, Anna

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown			
				Employees	Minorities													
	PT Instructional Specialist	5	D - F	6	1	Male	2	2	0	0	0	0	0	0	0			
								Female	4	3	0	0	1	0	0	0	0	
									Non-binary	0	0	0	0	0	0	0	0	0
									Unknown	0	0	0	0	0	0	0	0	0
	PT Student Advisor 2	5	F	1	0	Male	0	0	0	0	0	0	0	0	0			
								Female	1	1	0	0	0	0	0	0	0	
									Non-binary	0	0	0	0	0	0	0	0	0
									Unknown	0	0	0	0	0	0	0	0	0

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: Academic Learning Skills

Manager Name: Gates Tapia, Anna

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	Project Coordinator	5	H	1	0	Male	0	0	0	0	0	0	0	0	0
Female						1	1	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	PT Credit Instructor Main Campus-Adults ABE/GED	2	I	1	0	Male	0	0	0	0	0	0	0	0	0
Female						1	1	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	PT Credit Instructor Business Core	2	K	1	0	Male	0	0	0	0	0	0	0	0	0
Female						1	1	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	PT Credit Instructor Academic Learning Skills - In	2	K	1	0	Male	1	1	0	0	0	0	0	0	0
Female						0	0	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: Academic Learning Skills

Manager Name: Gates Tapia, Anna

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown		
				Employees	Minorities												
	Faculty Instructor Academic Learning Skills - In	2	L	1	0	Male	0	0	0	0	0	0	0	0	0		
					Female	1	1	0	0	0	0	0	0	0	0	0	
					Non-binary	0	0	0	0	0	0	0	0	0	0	0	0
					Unknown	0	0	0	0	0	0	0	0	0	0	0	0
Totals				12	1	Male	3	3	0	0	0	0	0	0	0		
					8.33	%	25.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
						Female	9	8	0	0	1	0	0	0	0		
						%	75.00	66.67	0.00	0.00	8.33	0.00	0.00	0.00	0.00		
						Non-binary	0	0	0	0	0	0	0	0	0		
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
						Unknown	0	0	0	0	0	0	0	0	0		
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Department: Academic Technology

Manager Name: Coronado, Edward

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown		
				Employees	Minorities												
	PT Instructional Specialist	5	E - F	2	0	Male	2	2	0	0	0	0	0	0	0		
					Female	0	0	0	0	0	0	0	0	0	0	0	
					Non-binary	0	0	0	0	0	0	0	0	0	0	0	0
					Unknown	0	0	0	0	0	0	0	0	0	0	0	0
	Information Technology Technician-I	3	G	1	0	Male	1	1	0	0	0	0	0	0	0		
					Female	0	0	0	0	0	0	0	0	0	0	0	
					Non-binary	0	0	0	0	0	0	0	0	0	0	0	0
					Unknown	0	0	0	0	0	0	0	0	0	0	0	0

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: Academic Technology

Manager Name: Coronado, Edward

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	Administrative Coordinator	5	G	1	0	Male	1	1	0	0	0	0	0	0	0
Female						0	0	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	PT Technology Analysis & Design Specialist	3	H	1	1	Male	1	0	0	0	0	0	0	1	0
Female						0	0	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Technology Analysis & Design Specialist-A	3	H - I	2	0	Male	2	2	0	0	0	0	0	0	0
Female						0	0	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Technology Analysis & Design Specialist-A- Lead	3	J	1	0	Male	0	0	0	0	0	0	0	0	0
Female						1	1	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Technology Analysis & Design Specialist-A - Lead	3	K	1	0	Male	1	1	0	0	0	0	0	0	0
Female						0	0	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Dean of Instructional Support & Distance Learning	1	L	1	0	Male	1	1	0	0	0	0	0	0	0
Female						0	0	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: Academic Technology

Manager Name: Coronado, Edward

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	Faculty Instructor Academic Technology - HR Only	2	L	2	0	Male	1	1	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
Totals				12	1	Male	10	9	0	0	0	0	0	1	0
					8.33	%	83.33	75.00	0.00	0.00	0.00	0.00	0.00	8.33	0.00
						Female	2	2	0	0	0	0	0	0	0
						%	16.67	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Non-binary	0	0	0	0	0	0	0	0	0
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Unknown	0	0	0	0	0	0	0	0	0
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Department: Adult Basic & Secondary Educat

Manager Name: Gates Tapia, Anna

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	Student Services Specialist	5	D	1	0	Male	0	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
	PT Student Services Specialist	5	D - E	4	1	Male	1	1	0	0	0	0	0	0	0
						Female	3	2	0	1	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: Adult Basic & Secondary Educat

Manager Name: Gates Tapia, Anna

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	PT Student Advisor 2	5	F	1	0	Male	1	1	0	0	0	0	0	0	0
Female						0	0	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Administrative Coordinator - Bilingual	5	G	1	1	Male	1	0	0	0	0	1	0	0	0
Female						0	0	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Administrative & Technology Specialist	5	H	1	0	Male	0	0	0	0	0	0	0	0	0
Female						1	1	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	PT Credit Instructor Downtown Center ABE/GED	2	H - K	10	1	Male	4	3	0	0	0	1	0	0	0
Female						6	6	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	PT Credit Instructor ESL Administration	2	I	2	1	Male	0	0	0	0	0	0	0	0	0
Female						2	1	1	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Project Coordinator - Lead	5	I	1	0	Male	1	1	0	0	0	0	0	0	0
Female						0	0	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: Adult Basic & Secondary Educat

Manager Name: Gates Tapia, Anna

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	PT Credit Instructor Lang - Lit & Comm Administrat	2	K	1	0	Male	1	1	0	0	0	0	0	0	0
Female						0	0	0	0	0	0	0	0		
Non-binary						0	0	0	0	0	0	0	0		
Unknown						0	0	0	0	0	0	0	0		
	PT Credit Instructor Corrections	2	K	1	0	Male	0	0	0	0	0	0	0	0	0
Female						1	1	0	0	0	0	0	0		
Non-binary						0	0	0	0	0	0	0	0		
Unknown						0	0	0	0	0	0	0	0		
	Faculty Instructor ABSE Administration	2	L	3	0	Male	0	0	0	0	0	0	0	0	0
Female						3	3	0	0	0	0	0	0		
Non-binary						0	0	0	0	0	0	0	0		
Unknown						0	0	0	0	0	0	0	0		
	Faculty Instructor Main Campus-Adults ABE/GED	2	L	2	1	Male	0	0	0	0	0	0	0	0	0
Female						2	1	0	0	0	0	0	1		
Non-binary						0	0	0	0	0	0	0	0		
Unknown						0	0	0	0	0	0	0	0		
Totals				28	5	Male	9	7	0	0	0	2	0	0	0
					17.86	%	32.14	25.00	0.00	0.00	0.00	7.14	0.00	0.00	0.00
						Female	19	16	1	1	0	0	0	1	0
						%	67.86	57.14	3.57	3.57	0.00	0.00	0.00	3.57	0.00
						Non-binary	0	0	0	0	0	0	0	0	0
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Unknown	0	0	0	0	0	0	0	0	0
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: Advanced Technologies Dept

Manager Name: Rehn, Christopher

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown	
				Employees	Minorities											
	PT Instructional Specialist	5	E - F	3	0	Male	3	3	0	0	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0	0
	Project Specialist 1	5	F	1	0	Male	0	0	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0	0
	Instructional Specialist	5	F	1	0	Male	1	1	0	0	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0	0
	Facility Coordinator	5	G	1	0	Male	1	1	0	0	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0	0
	PT Credit Instructor Manufacturing Technology	2	G - J	2	0	Male	2	2	0	0	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0	0
	PT Credit Instructor Automotive Technology	2	H	1	0	Male	1	1	0	0	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0	0

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: Advanced Technologies Dept

Manager Name: Rehn, Christopher

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown	
				Employees	Minorities											
	PT Credit Instructor Apprenticeship	2	H - K	10	0	Male	10	10	0	0	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0	0
	Project Coordinator	5	I	1	0	Male	0	0	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0	0
	PT Credit Instructor Welding Tech - General	2	I	2	1	Male	2	1	0	0	1	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0	0
	PT Credit Instructor Drafting	2	I	1	0	Male	0	0	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0	0
	Project Coordinator - Lead	5	I	1	0	Male	0	0	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0	0
	Faculty Instructor Welding Tech - General	2	L	2	0	Male	2	2	0	0	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0	0

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: Advanced Technologies Dept

Manager Name: Rehn, Christopher

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown													
				Employees	Minorities																							
	Faculty Instructor Construction	2	L	2	0	Male	2	2	0	0	0	0	0	0	0	0												
						Female	0	0	0	0	0	0	0	0	0	0	0											
						Non-binary	0	0	0	0	0	0	0	0	0	0	0	0										
						Unknown	0	0	0	0	0	0	0	0	0	0	0	0										
	Faculty Instructor Drafting	2	L	1	0	Male	1	1	0	0	0	0	0	0	0	0												
						Female	0	0	0	0	0	0	0	0	0	0	0											
						Non-binary	0	0	0	0	0	0	0	0	0	0	0	0										
						Unknown	0	0	0	0	0	0	0	0	0	0	0	0										
	Faculty Instructor Automotive Technology	2	L	2	0	Male	2	2	0	0	0	0	0	0	0	0												
						Female	0	0	0	0	0	0	0	0	0	0	0											
						Non-binary	0	0	0	0	0	0	0	0	0	0	0	0										
						Unknown	0	0	0	0	0	0	0	0	0	0	0	0										
	Faculty Instructor Diesel Technology	2	L	2	1	Male	2	1	0	0	0	0	0	0	1	0												
						Female	0	0	0	0	0	0	0	0	0	0	0											
						Non-binary	0	0	0	0	0	0	0	0	0	0	0	0										
						Unknown	0	0	0	0	0	0	0	0	0	0	0	0										
Totals				33	2	Male	29	27	0	0	1	0	0	0	1	0												
			6.06			%											87.88	81.82	0.00	0.00	3.03	0.00	0.00	3.03	0.00			
						Female											4	4	0	0	0	0	0	0	0	0	0	0
						%											12.12	12.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
						Non-binary											0	0	0	0	0	0	0	0	0	0		
						%											0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
						Unknown											0	0	0	0	0	0	0	0	0	0		
						%											0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: Arts Division

Manager Name: Osterkamp, Ellen

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	PT Instructional Specialist	5	E	4	0	Male	3	3	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0	
						Non-binary	0	0	0	0	0	0	0	0	
						Unknown	0	0	0	0	0	0	0	0	
	Instructional Specialist	5	E	1	0	Male	0	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0	
						Non-binary	0	0	0	0	0	0	0	0	
						Unknown	0	0	0	0	0	0	0	0	
	Administrative & Technology Specialist	5	F - G	2	1	Male	2	1	0	0	0	1	0	0	0
						Female	0	0	0	0	0	0	0	0	
						Non-binary	0	0	0	0	0	0	0	0	
						Unknown	0	0	0	0	0	0	0	0	
	Technical/Scene Shop Coordinator	6	G	1	0	Male	0	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0	
						Non-binary	0	0	0	0	0	0	0	0	
						Unknown	0	0	0	0	0	0	0	0	
	Administrative Coordinator	5	G	1	0	Male	0	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0	
						Non-binary	0	0	0	0	0	0	0	0	
						Unknown	0	0	0	0	0	0	0	0	
	PT Credit Instructor Media Arts	2	G - K	8	1	Male	8	6	0	1	0	0	0	0	1
						Female	0	0	0	0	0	0	0	0	
						Non-binary	0	0	0	0	0	0	0	0	
						Unknown	0	0	0	0	0	0	0	0	

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: Arts Division

Manager Name: Osterkamp, Ellen

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	PT Technical/Scene Shop Coordinator	6	H	1	0	Male	1	1	0	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0	
						Non-binary	0	0	0	0	0	0	0	0	
						Unknown	0	0	0	0	0	0	0	0	
	PT Credit Instructor Performing Arts Administratio	2	H - K	10	1	Male	4	4	0	0	0	0	0	0	0
						Female	6	5	0	1	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
	Project Coordinator - Lead	5	I	1	0	Male	0	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
	PT Credit Instructor Visual Arts Instruction	2	I - K	4	0	Male	0	0	0	0	0	0	0	0	0
						Female	4	4	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
	PT Credit Instructor Science Administration	2	J	1	0	Male	0	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
	Faculty Instructor Visual Arts Instruction	2	L	7	1	Male	4	4	0	0	0	0	0	0	0
						Female	3	2	0	1	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: Arts Division

Manager Name: Osterkamp, Ellen

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	Dean of Arts	1	L	1	0	Male	0	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
	Faculty Instructor - Media Arts	2	L	1	0	Male	0	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
	Faculty Instructor Media Arts	2	L	3	1	Male	1	1	0	0	0	0	0	0	0
						Female	2	1	0	0	0	0	0	1	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
	Faculty Instructor Performing Arts Administratio	2	L	5	1	Male	5	4	0	1	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
Totals				51	6	Male	28	24	0	2	0	1	0	0	1
					11.76	%	54.90	47.06	0.00	3.92	0.00	1.96	0.00	0.00	1.96
						Female	23	20	0	2	0	0	0	1	0
						%	45.10	39.22	0.00	3.92	0.00	0.00	0.00	1.96	0.00
						Non-binary	0	0	0	0	0	0	0	0	0
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Unknown	0	0	0	0	0	0	0	0	0
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: Assessment

Manager Name: Tinkham, Shelley

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown		
				Employees	Minorities												
	Faculty Instructor Planning and Instit Effect Ad	2	L	1	0	Male	1	1	0	0	0	0	0	0	0		
Totals				1	0	Male	1	1	0	0	0	0	0	0	0		
					0.00	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
						Female	0	0	0	0	0	0	0	0	0		
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
						Non-binary	0	0	0	0	0	0	0	0	0		
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
						Unknown	0	0	0	0	0	0	0	0	0		
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Department: Athletics

Manager Name: Miner, Jonathon

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown		
				Employees	Minorities												
	PT Rec/Club Sports & Special Events	5	E	1	0	Male	1	1	0	0	0	0	0	0	0		
	PT Student Advisor 2	5	F	1	1	Male	1	0	1	0	0	0	0	0	0		

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: Athletics

Manager Name: Miner, Jonathon

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	PT Credit Instructor Athletic Conditioning	2	H - K	6	1	Male	5	4	1	0	0	0	0	0	0
Female						1	1	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Project Coordinator - Lead	5	I	1	0	Male	0	0	0	0	0	0	0	0	0
Female						1	1	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	PT Credit Instructor Athletics Admin	2	K	1	0	Male	1	1	0	0	0	0	0	0	0
Female						0	0	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Faculty Instructor Athletics Admin	2	L	1	0	Male	1	1	0	0	0	0	0	0	0
Female						0	0	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
Totals				11	2	Male	9	7	2	0	0	0	0	0	0
					18.18	%	81.82	63.64	18.18	0.00	0.00	0.00	0.00	0.00	0.00
						Female	2	2	0	0	0	0	0	0	0
						%	18.18	18.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Non-binary	0	0	0	0	0	0	0	0	0
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Unknown	0	0	0	0	0	0	0	0	0
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: Aviation Academy

Manager Name: Rickert, Joshua

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	Flight Instruction Flight Technology Administrat	2	G	2	0	Male	2	2	0	0	0	0	0	0	0
Female						0	0	0	0	0	0	0	0		
Non-binary						0	0	0	0	0	0	0	0		
Unknown						0	0	0	0	0	0	0	0		
	PT Credit Instructor Flight Technology Administrat	2	G	1	0	Male	1	1	0	0	0	0	0	0	0
Female						0	0	0	0	0	0	0	0		
Non-binary						0	0	0	0	0	0	0	0		
Unknown						0	0	0	0	0	0	0	0		
	Administrative Coordinator	5	G	1	0	Male	0	0	0	0	0	0	0	0	0
Female						1	1	0	0	0	0	0	0		
Non-binary						0	0	0	0	0	0	0	0		
Unknown						0	0	0	0	0	0	0	0		
	Aircraft Maintenance Technician	6	G	1	0	Male	1	1	0	0	0	0	0	0	0
Female						0	0	0	0	0	0	0	0		
Non-binary						0	0	0	0	0	0	0	0		
Unknown						0	0	0	0	0	0	0	0		
	Project Coordinator	5	I	1	0	Male	1	1	0	0	0	0	0	0	0
Female						0	0	0	0	0	0	0	0		
Non-binary						0	0	0	0	0	0	0	0		
Unknown						0	0	0	0	0	0	0	0		
	Faculty Instructor - Flight Technology Administrat	2	J	1	1	Male	1	0	0	0	0	0	0	1	0
Female						0	0	0	0	0	0	0	0		
Non-binary						0	0	0	0	0	0	0	0		
Unknown						0	0	0	0	0	0	0	0		

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: Aviation Academy

Manager Name: Rickert, Joshua

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown	
				Employees	Minorities											
	Faculty Instructor Flight Technology Administrat	2	K - L	3	0	Male	2	2	0	0	0	0	0	0	0	0
Female						1	1	0	0	0	0	0	0	0	0	0
Non-binary						0	0	0	0	0	0	0	0	0	0	0
Unknown						0	0	0	0	0	0	0	0	0	0	0
	Dean of the Aviation Academy	1	L	1	0	Male	1	1	0	0	0	0	0	0	0	0
Female						0	0	0	0	0	0	0	0	0	0	0
Non-binary						0	0	0	0	0	0	0	0	0	0	0
Unknown						0	0	0	0	0	0	0	0	0	0	0
	Faculty Instructor Aviation Maintenance Technici	2	L	3	0	Male	3	3	0	0	0	0	0	0	0	0
Female						0	0	0	0	0	0	0	0	0	0	0
Non-binary						0	0	0	0	0	0	0	0	0	0	0
Unknown						0	0	0	0	0	0	0	0	0	0	0
Totals				14	1	Male	12	11	0	0	0	0	0	0	1	0
					7.14	%	85.71	78.57	0.00	0.00	0.00	0.00	0.00	7.14	0.00	
						Female	2	2	0	0	0	0	0	0	0	0
						%	14.29	14.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
						Non-binary	0	0	0	0	0	0	0	0	0	
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
						Unknown	0	0	0	0	0	0	0	0	0	
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: Business

Manager Name: Rehn, Christopher

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	Project Coordinator - Lead	5	H	1	0	Male	0	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
	PT Credit Instructor Business Core	2	H - K	6	0	Male	2	2	0	0	0	0	0	0	0
						Female	4	4	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
	Faculty Instructor Business General	2	L	6	2	Male	3	1	1	0	0	0	0	1	0
						Female	3	3	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
	Senior Instructional Dean of Business, Technology & Trades	1	L	1	0	Male	1	1	0	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: Business

Manager Name: Rehn, Christopher

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown	
				Employees	Minorities											
	Faculty Instructor Business Core	2	L	1	0	Male	1	1	0	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0	0	0
Totals				15	2	Male	7	5	1	0	0	0	0	1	0	
					13.33	%	46.67	33.33	6.67	0.00	0.00	0.00	0.00	6.67	0.00	
						Female	8	8	0	0	0	0	0	0	0	
						%	53.33	53.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
						Non-binary	0	0	0	0	0	0	0	0	0	
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
						Unknown	0	0	0	0	0	0	0	0	0	
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	

Department: Business Development Center

Manager Name: Collins, Daniel

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown	
				Employees	Minorities											
	Project Specialist 1 - Bilingual	5	G	1	1	Male	1	0	0	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0	0	0
	Project Coordinator - Bilingual - Business Advising	5	I	1	0	Male	0	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0	0	0

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: Business Development Center

Manager Name: Collins, Daniel

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	Project Coordinator - Lead	5	I	1	0	Male	0	0	0	0	0	0	0	0	0
Female						1	1	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	SBDC Director	1	L	1	0	Male	1	1	0	0	0	0	0	0	0
Female						0	0	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Faculty Instructor BDC & ET - Administration	2	L	1	0	Male	1	1	0	0	0	0	0	0	0
Female						0	0	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
Totals				5	1	Male	3	2	0	0	0	1	0	0	0
					20.00	%	60.00	40.00	0.00	0.00	0.00	20.00	0.00	0.00	0.00
						Female	2	2	0	0	0	0	0	0	0
						%	40.00	40.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Non-binary	0	0	0	0	0	0	0	0	0
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Unknown	0	0	0	0	0	0	0	0	0
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: Career Pathways

Manager Name: Chin, Justin

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	Administrative Specialist	5	E	1	0	Male	0	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0	
						Non-binary	0	0	0	0	0	0	0	0	
						Unknown	0	0	0	0	0	0	0	0	
	PT Administrative Support Specialist	5	E - F	3	0	Male	0	0	0	0	0	0	0	0	0
						Female	3	3	0	0	0	0	0	0	
						Non-binary	0	0	0	0	0	0	0	0	
						Unknown	0	0	0	0	0	0	0	0	
	Project Specialist 2 - Bilingual	5	G	1	0	Male	0	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0	
						Non-binary	0	0	0	0	0	0	0	0	
						Unknown	0	0	0	0	0	0	0	0	
	Project Specialist 2 - Lead	5	G	1	0	Male	1	1	0	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0	
						Non-binary	0	0	0	0	0	0	0	0	
						Unknown	0	0	0	0	0	0	0	0	
	PT Student Advisor 2	5	G	2	0	Male	0	0	0	0	0	0	0	0	0
						Female	2	2	0	0	0	0	0	0	
						Non-binary	0	0	0	0	0	0	0	0	
						Unknown	0	0	0	0	0	0	0	0	
	Project Specialist 2	5	G - H	2	1	Male	0	0	0	0	0	0	0	0	0
						Female	2	1	0	0	0	1	0	0	
						Non-binary	0	0	0	0	0	0	0	0	
						Unknown	0	0	0	0	0	0	0	0	

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: Career Pathways

Manager Name: Chin, Justin

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	Project Coordinator - Lead	5	H	1	0	Male	0	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
	PT Credit Instructor Career Pathways Administratio	2	H - J	4	0	Male	0	0	0	0	0	0	0	0	0
						Female	4	4	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
	Project Coordinator - Bilingual	5	I	1	0	Male	0	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
	Faculty Instructor - Career Pathways Administratio	2	L	2	1	Male	1	0	0	0	0	0	0	1	0
						Female	1	1	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: Career Pathways

Manager Name: Chin, Justin

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	Faculty Instructor Career Pathways Administratio	2	L	1	1	Male	0	0	0	0	0	0	0	0	0
Female						1	0	0	0	0	1	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
Totals				19	3	Male	2	1	0	0	0	0	0	1	0
					15.79	%	10.53	5.26	0.00	0.00	0.00	0.00	0.00	5.26	0.00
						Female	17	15	0	0	0	2	0	0	0
						%	89.47	78.95	0.00	0.00	0.00	10.53	0.00	0.00	0.00
						Non-binary	0	0	0	0	0	0	0	0	0
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Unknown	0	0	0	0	0	0	0	0	0
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Department: Center for Accessible Resource

Manager Name: Pritchard, Mandie

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	Assessment/Testing Specialist 1	5	D	1	0	Male	0	0	0	0	0	0	0	0	0
Female						1	1	0	0	0	0	0	0		
Non-binary						0	0	0	0	0	0	0	0		
Unknown						0	0	0	0	0	0	0	0		
	PT Assessment/Testing Specialist 1	5	E	1	0	Male	0	0	0	0	0	0	0	0	0
Female						1	1	0	0	0	0	0	0		
Non-binary						0	0	0	0	0	0	0	0		
Unknown						0	0	0	0	0	0	0	0		

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: Center for Accessible Resource

Manager Name: Pritchard, Mandie

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	PT Administrative Specialist	5	F - G	2	2	Male	1	0	0	0	0	0	0	1	0
Female						1	0	0	0	1	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Administrative Specialist	5	G	1	1	Male	0	0	0	0	0	0	0	0	0
Female						1	0	0	0	0	1	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Accommodation Specialist	5	G - H	3	0	Male	0	0	0	0	0	0	0	0	0
Female						3	3	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Assistive Technology Specialist - Lead	5	H	1	0	Male	1	1	0	0	0	0	0	0	0
Female						0	0	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Interpreter - Hearing Impaired	7	J	1	0	Male	0	0	0	0	0	0	0	0	0
Female						1	1	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	PT Interpreter - Hearing Impaired	7	J	1	0	Male	0	0	0	0	0	0	0	0	0
Female						1	1	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: Center for Accessible Resource

Manager Name: Pritchard, Mandie

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races		Unknown
				Employees	Minorities											
	Dean of Student Supports	1	L	1	1	Male	0	0	0	0	0	0	0	0	0	0
Female						1	0	0	0	1	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	0	
Totals				12	4	Male	2	1	0	0	0	0	0	1	0	
					33.33	%	16.67	8.33	0.00	0.00	0.00	0.00	0.00	8.33	0.00	
						Female	10	7	0	0	2	1	0	0	0	
						%	83.33	58.33	0.00	0.00	16.67	8.33	0.00	0.00	0.00	
						Non-binary	0	0	0	0	0	0	0	0	0	
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
						Unknown	0	0	0	0	0	0	0	0	0	
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	

Department: Child and Family Education

Manager Name: Henderson, Cheryl

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races		Unknown
				Employees	Minorities											
	PT Early Childhood Teacher 1	7	D - F	9	1	Male	1	1	0	0	0	0	0	0	0	0
Female						8	7	0	0	1	0	0	0	0		
Non-binary						0	0	0	0	0	0	0	0	0		
Unknown						0	0	0	0	0	0	0	0	0		
	Administrative Support Specialist - Bilingual	5	E	1	1	Male	0	0	0	0	0	0	0	0	0	
Female						1	0	0	0	0	1	0	0	0		
Non-binary						0	0	0	0	0	0	0	0	0		
Unknown						0	0	0	0	0	0	0	0	0		

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: Child and Family Education

Manager Name: Henderson, Cheryl

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	Food Service Coordinator	7	F	1	1	Male	0	0	0	0	0	0	0	0	0
						Female	1	0	0	0	0	0	0	1	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
	Early Childhood Teacher 2	7	F - G	8	1	Male	1	1	0	0	0	0	0	0	0
						Female	7	6	0	1	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
	Project Specialist 1	5	F - G	2	0	Male	0	0	0	0	0	0	0	0	0
						Female	2	2	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
	Project Specialist 2	5	F - H	7	0	Male	0	0	0	0	0	0	0	0	0
						Female	7	7	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
	Project Specialist 1 - Bilingual	5	G	1	0	Male	0	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
	Project Coordinator - Bilingual	5	G	1	1	Male	0	0	0	0	0	0	0	0	0
						Female	1	0	0	1	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: Child and Family Education

Manager Name: Henderson, Cheryl

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	Project Specialist 2 - Lead	5	G	1	0	Male	0	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
	Project Coordinator	5	H	1	0	Male	0	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
	Child & Family Center Manager	1	H	1	1	Male	0	0	0	0	0	0	0	0	0
						Female	1	0	0	1	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
	Quality Care Connections Manager	1	I	1	0	Male	0	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
Totals				34	6	Male	2	2	0	0	0	0	0	0	0
						17.65	%	5.88	5.88	0.00	0.00	0.00	0.00	0.00	0.00
						Female	32	26	0	3	1	1	0	1	0
						%	94.12	76.47	0.00	8.82	2.94	2.94	0.00	2.94	0.00
						Non-binary	0	0	0	0	0	0	0	0	0
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Unknown	0	0	0	0	0	0	0	0	0
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: College Finance

Manager Name: Flath, Kara

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	Financial Specialist 2	5	E	1	0	Male	0	0	0	0	0	0	0	0	0
Female						1	1	0	0	0	0	0	0	0	0
Non-binary						0	0	0	0	0	0	0	0	0	0
Unknown						0	0	0	0	0	0	0	0	0	0
	Financial Specialist 3	5	F - G	2	1	Male	0	0	0	0	0	0	0	0	0
Female						2	1	0	0	0	0	0	1	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Financial Specialist 3 - Lead	5	G	1	0	Male	0	0	0	0	0	0	0	0	0
Female						1	1	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Financial Specialist 2 - Lead	5	G	1	0	Male	0	0	0	0	0	0	0	0	0
Female						1	1	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	PT Financial Specialist 2	5	G	1	0	Male	0	0	0	0	0	0	0	0	0
Female						1	1	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Project Coordinator	5	H	1	0	Male	1	1	0	0	0	0	0	0	0
Female						0	0	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: College Finance

Manager Name: Flath, Kara

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	Accountant	5	H	1	0	Male	0	0	0	0	0	0	0	0	0
Female						1	1	0	0	0	0	0	0	0	0
Non-binary						0	0	0	0	0	0	0	0	0	0
Unknown						0	0	0	0	0	0	0	0	0	0
	Financial Specialist 3 - Lead - Bilingual	5	H	1	1	Male	0	0	0	0	0	0	0	0	0
Female						1	0	0	1	0	0	0	0	0	0
Non-binary						0	0	0	0	0	0	0	0	0	0
Unknown						0	0	0	0	0	0	0	0	0	0
	PT Project Coordinator	5	I	1	0	Male	0	0	0	0	0	0	0	0	0
Female						1	1	0	0	0	0	0	0	0	0
Non-binary						0	0	0	0	0	0	0	0	0	0
Unknown						0	0	0	0	0	0	0	0	0	0
	Director of Student Accounting & Accounts Receivable	1	J	1	0	Male	0	0	0	0	0	0	0	0	0
Female						1	1	0	0	0	0	0	0	0	0
Non-binary						0	0	0	0	0	0	0	0	0	0
Unknown						0	0	0	0	0	0	0	0	0	0
	Project Coordinator 2	5	J - K	2	1	Male	0	0	0	0	0	0	0	0	0
Female						2	1	0	1	0	0	0	0	0	0
Non-binary						0	0	0	0	0	0	0	0	0	0
Unknown						0	0	0	0	0	0	0	0	0	0

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: College Finance

Manager Name: Flath, Kara

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races		Unknown
				Employees	Minorities											
	Controller	1	L	1	0	Male	0	0	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0	0
Totals				14	3	Male	1	1	0	0	0	0	0	0	0	0
					21.43	%	7.14	7.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Female	13	10	0	2	0	0	0	1	0	0
						%	92.86	71.43	0.00	14.29	0.00	0.00	0.00	7.14	0.00	0.00
						Non-binary	0	0	0	0	0	0	0	0	0	0
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Unknown	0	0	0	0	0	0	0	0	0	0
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Department: College Services Office

Manager Name: Campbell, Jonathon

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races		Unknown
				Employees	Minorities											
	Project Coordinator - Lead	5	H	1	0	Male	0	0	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0	0
	Project Coordinator	5	H	1	0	Male	0	0	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0	0

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: College Services Office

Manager Name: Campbell, Jonathon

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	Project Coordinator 2 - Bilingual	5	J	1	1	Male	0	0	0	0	0	0	0	0	0
						Female	1	0	0	0	0	1	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
	Senior Director of Budget, Resource & Grants Management	1	L	1	1	Male	1	0	0	0	0	0	0	1	0
						Female	0	0	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
Totals				4	2	Male	1	0	0	0	0	0	0	1	0
					50.00	%	25.00	0.00	0.00	0.00	0.00	0.00	0.00	25.00	0.00
						Female	3	2	0	0	0	1	0	0	0
						%	75.00	50.00	0.00	0.00	0.00	25.00	0.00	0.00	0.00
						Non-binary	0	0	0	0	0	0	0	0	0
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Unknown	0	0	0	0	0	0	0	0	0
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Department: Computer Information Technolog

Manager Name: Rehn, Christopher

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	PT Information Technology Technician	3	G	1	0	Male	1	1	0	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0	
						Non-binary	0	0	0	0	0	0	0	0	
						Unknown	0	0	0	0	0	0	0	0	

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: Computer Information Technolog

Manager Name: Rehn, Christopher

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	PT Credit Instructor Business Core	2	G	1	0	Male	1	1	0	0	0	0	0	0	0
Female						0	0	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	PT Credit Instructor Transfer	2	H - K	9	1	Male	7	6	0	0	0	0	0	0	1
Female						2	1	0	0	0	0	0	1	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Faculty Instructor Computer Info Technology Admi	2	L	2	0	Male	1	1	0	0	0	0	0	0	0
Female						1	1	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Faculty Instructor Transfer	2	L	4	1	Male	2	2	0	0	0	0	0	0	0
Female						2	1	0	1	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
Totals				17	2	Male	12	11	0	0	0	0	0	0	1
					11.76	%	70.59	64.71	0.00	0.00	0.00	0.00	0.00	0.00	5.88
						Female	5	3	0	1	0	0	0	1	0
						%	29.41	17.65	0.00	5.88	0.00	0.00	0.00	5.88	0.00
						Non-binary	0	0	0	0	0	0	0	0	0
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Unknown	0	0	0	0	0	0	0	0	0
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: Cooperative Education

Manager Name: Chin, Justin

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	Project Coordinator	5	H	1	0	Male	0	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
	PT Credit Instructor Coop Ed General	2	I	1	0	Male	0	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
	Faculty Instructor Coop Ed General	2	L	2	0	Male	1	1	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
Totals				4	0	Male	1	1	0	0	0	0	0	0	0
					0.00	%	25.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Female	3	3	0	0	0	0	0	0	0
						%	75.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Non-binary	0	0	0	0	0	0	0	0	0
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Unknown	0	0	0	0	0	0	0	0	0
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: Curriculum & Scheduling

Manager Name: Tinkham, Shelley

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	Project Coordinator 2	5	J	1	0	Male	0	0	0	0	0	0	0	0	0
Female						1	1	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Faculty Instructor Assessment	2	L	1	0	Male	0	0	0	0	0	0	0	0	0
Female						1	1	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
Totals				2	0	Male	0	0	0	0	0	0	0	0	0
					0.00	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Female	2	2	0	0	0	0	0	0	0
						%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Non-binary	0	0	0	0	0	0	0	0	0
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Unknown	0	0	0	0	0	0	0	0	0
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Department: English as a Second Language

Manager Name: Gates Tapia, Anna

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	PT Student Services Specialist	5	D - E	5	3	Male	0	0	0	0	0	0	0	0	0
Female						5	2	1	1	0	1	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: English as a Second Language

Manager Name: Gates Tapia, Anna

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	Student Services Specialist - Bilingual	5	E	1	0	Male	0	0	0	0	0	0	0	0	0
Female						1	1	0	0	0	0	0	0	0	0
Non-binary						0	0	0	0	0	0	0	0	0	0
Unknown						0	0	0	0	0	0	0	0	0	0
	Administrative Specialist - Bilingual	5	F	1	1	Male	1	0	0	0	0	1	0	0	0
Female						0	0	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Project Coordinator- Bilingual	5	I	1	1	Male	0	0	0	0	0	0	0	0	0
Female						1	0	0	0	0	1	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	PT Credit Instructor ESL Administration	2	I - K	14	3	Male	4	3	0	0	1	0	0	0	0
Female						10	7	0	0	0	1	0	1	1	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	PT Credit Instructor Academic Learning Skills - In	2	K	1	0	Male	0	0	0	0	0	0	0	0	0
Female						1	1	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Faculty Instructor ESL Administration	2	L	4	0	Male	0	0	0	0	0	0	0	0	0
Female						4	4	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: English as a Second Language

Manager Name: Gates Tapia, Anna

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races		Unknown			
				Employees	Minorities														
	Dean of College Career Foundations	1	L	1	0	Male	0	0	0	0	0	0	0	0	0	0			
								Female	1	1	0	0	0	0	0	0	0	0	
									Non-binary	0	0	0	0	0	0	0	0	0	0
									Unknown	0	0	0	0	0	0	0	0	0	0
Totals				28	8	Male	5	3	0	0	1	1	0	0	0	0			
					28.57	%	17.86	10.71	0.00	0.00	3.57	3.57	0.00	0.00	0.00	0.00			
						Female	23	16	1	1	0	3	0	1	1	1			
						%	82.14	57.14	3.57	3.57	0.00	10.71	0.00	3.57	3.57				
						Non-binary	0	0	0	0	0	0	0	0	0	0			
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
						Unknown	0	0	0	0	0	0	0	0	0	0			
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			

Department: Enrollment Services

Manager Name: Whiting, Dawn

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races		Unknown			
				Employees	Minorities														
	Assessment/Testing Specialist 2 - Lead	5	F	1	0	Male	0	0	0	0	0	0	0	0	0	0			
								Female	1	1	0	0	0	0	0	0	0	0	
									Non-binary	0	0	0	0	0	0	0	0	0	0
									Unknown	0	0	0	0	0	0	0	0	0	0
	Project Specialist 2	5	F - H	4	1	Male	0	0	0	0	0	0	0	0	0	0			
								Female	4	3	0	0	0	0	0	1	0		
									Non-binary	0	0	0	0	0	0	0	0	0	
									Unknown	0	0	0	0	0	0	0	0	0	

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: Enrollment Services

Manager Name: Whiting, Dawn

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	Degree & Transcript Evaluator 1	5	G	2	0	Male	1	1	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0	
						Non-binary	0	0	0	0	0	0	0	0	
						Unknown	0	0	0	0	0	0	0	0	
	Degree and Transcript Evaluator 2	5	H	1	0	Male	0	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0	
						Non-binary	0	0	0	0	0	0	0	0	
						Unknown	0	0	0	0	0	0	0	0	
	Project Specialist 2 - Lead	5	H	1	0	Male	0	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0	
						Non-binary	0	0	0	0	0	0	0	0	
						Unknown	0	0	0	0	0	0	0	0	
	Project Coordinator	5	H - I	4	0	Male	2	2	0	0	0	0	0	0	0
						Female	2	2	0	0	0	0	0	0	
						Non-binary	0	0	0	0	0	0	0	0	
						Unknown	0	0	0	0	0	0	0	0	
	Project Coordinator - Lead	5	I - J	2	1	Male	0	0	0	0	0	0	0	0	0
						Female	2	1	0	0	0	1	0	0	
						Non-binary	0	0	0	0	0	0	0	0	
						Unknown	0	0	0	0	0	0	0	0	
	Technology Analysis & Design Specialist - A	3	K	1	1	Male	0	0	0	0	0	0	0	0	0
						Female	1	0	0	1	0	0	0	0	
						Non-binary	0	0	0	0	0	0	0	0	
						Unknown	0	0	0	0	0	0	0	0	

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: Enrollment Services

Manager Name: Whiting, Dawn

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown		
				Employees	Minorities												
	Technology Analysis & Design Specialist-A	3	K	1	0	Male	0	0	0	0	0	0	0	0	0	0	
Female						1	1	0	0	0	0	0	0	0	0	0	0
Non-binary						0	0	0	0	0	0	0	0	0	0	0	0
Unknown						0	0	0	0	0	0	0	0	0	0	0	0
	Associate Vice President of Enrollment Management &	1	L	1	0	Male	0	0	0	0	0	0	0	0	0	0	
Female						1	1	0	0	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	0	0	
Totals				18	3	Male	3	3	0	0	0	0	0	0	0	0	
					16.67	%	16.67	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
						Female	15	12	0	1	0	1	0	1	0	0	
						%	83.33	66.67	0.00	5.56	0.00	5.56	0.00	5.56	0.00	0.00	
						Non-binary	0	0	0	0	0	0	0	0	0	0	
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
						Unknown	0	0	0	0	0	0	0	0	0	0	
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: Extended Learning

Manager Name: Pierson, Russ

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown			
				Employees	Minorities													
	Administrative Coordinator-Lead	5	H	1	0	Male	0	0	0	0	0	0	0	0	0	0		
Female						1	1	0	0	0	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown						0	0	0	0	0	0	0	0	0	0	0	0	0
Totals				1	0	Male	0	0	0	0	0	0	0	0	0	0		
					0.00	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
						Female	1	1	0	0	0	0	0	0	0	0		
						%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
						Non-binary	0	0	0	0	0	0	0	0	0	0		
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
						Unknown	0	0	0	0	0	0	0	0	0	0		
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Department: Facilities Mgmt & Planning

Manager Name: Hayward, Jennifer

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown		
				Employees	Minorities												
	PT Custodian	7	D - E	7	0	Male	3	3	0	0	0	0	0	0	0	0	
Female						4	4	0	0	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	0	0	0
Unknown						0	0	0	0	0	0	0	0	0	0	0	0
	Custodian	7	D - E	14	4	Male	10	7	0	1	0	2	0	0	0	0	
Female						4	3	0	0	0	1	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	0	0	0
Unknown						0	0	0	0	0	0	0	0	0	0	0	0

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: Facilities Mgmt & Planning

Manager Name: Hayward, Jennifer

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	PT Groundskeeper	7	D - E	2	1	Male	2	1	0	0	0	0	0	1	0
						Female	0	0	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
	Groundskeeper/Equip ment Operator	7	E	1	0	Male	1	1	0	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
	Lead Custodian	7	E	1	0	Male	1	1	0	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
	Administrative Specialist	5	E	1	0	Male	0	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
	PT Groundskeeper/Equip ment Operator	7	E - F	4	0	Male	2	2	0	0	0	0	0	0	0
						Female	2	2	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
	PT Maintenance Worker	7	F	1	0	Male	1	1	0	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: Facilities Mgmt & Planning

Manager Name: Hayward, Jennifer

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	PT Administrative Support Specialist	5	F	1	0	Male	0	0	0	0	0	0	0	0	0
Female						1	1	0	0	0	0	0	0	0	0
Non-binary						0	0	0	0	0	0	0	0	0	0
Unknown						0	0	0	0	0	0	0	0	0	0
	Facilities Specialist	7	F	2	1	Male	1	0	0	0	1	0	0	0	0
Female						1	1	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Painter	6	G	1	0	Male	1	1	0	0	0	0	0	0	0
Female						0	0	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Maintenance Worker	7	G	2	1	Male	2	1	0	0	1	0	0	0	0
Female						0	0	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Special Maintenance Lead - Lead	7	G	1	0	Male	1	1	0	0	0	0	0	0	0
Female						0	0	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Administrative & Technology Specialist	5	G	1	0	Male	1	1	0	0	0	0	0	0	0
Female						0	0	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: Facilities Mgmt & Planning

Manager Name: Hayward, Jennifer

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	Special Maintenance Lead	7	G	1	0	Male	1	1	0	0	0	0	0	0	0
Female						0	0	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Assistant Custodial Services Manager	1	G	1	1	Male	1	0	0	0	0	0	0	1	0
Female						0	0	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Carpenter	6	G	1	0	Male	1	1	0	0	0	0	0	0	0
Female						0	0	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Lead Groundskeeper	7	G	1	0	Male	1	1	0	0	0	0	0	0	0
Female						0	0	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Lead Painter	6	G	1	0	Male	1	1	0	0	0	0	0	0	0
Female						0	0	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Project Coordinator	5	H	1	0	Male	1	1	0	0	0	0	0	0	0
Female						0	0	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: Facilities Mgmt & Planning

Manager Name: Hayward, Jennifer

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	Project Specialist 2	5	H	1	0	Male	1	1	0	0	0	0	0	0	0
Female						0	0	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Lead Carpenter	6	H	1	0	Male	1	1	0	0	0	0	0	0	0
Female						0	0	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Electrician	6	I	1	0	Male	1	1	0	0	0	0	0	0	0
Female						0	0	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Project Coordinator 2	5	I	1	0	Male	1	1	0	0	0	0	0	0	0
Female						0	0	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Mechanical Maintenance Technician	6	I	1	0	Male	1	1	0	0	0	0	0	0	0
Female						0	0	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Project Coordinator - Lead	5	I	1	0	Male	0	0	0	0	0	0	0	0	0
Female						1	1	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: Facilities Mgmt & Planning

Manager Name: Hayward, Jennifer

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	Custodial Services Manager	1	J	1	0	Male	1	1	0	0	0	0	0	0	0
Female						0	0	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Lead Electrician	6	K	1	0	Male	1	1	0	0	0	0	0	0	0
Female						0	0	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Lead HVAC Technician	6	K	1	0	Male	1	1	0	0	0	0	0	0	0
Female						0	0	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Project Coordinator 2 - Lead	5	K	2	1	Male	2	1	0	0	0	0	0	1	0
Female						0	0	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Facility Planner 2 - Lead	5	K	1	0	Male	1	1	0	0	0	0	0	0	0
Female						0	0	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Associate Director of Facilities Management & Planning	1	L	1	0	Male	1	1	0	0	0	0	0	0	0
Female						0	0	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: Facilities Mgmt & Planning

Manager Name: Hayward, Jennifer

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	Capital Construction Manager	1	L	1	0	Male	1	1	0	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
	Associate Vice President of Facilities Management &	1	L	1	0	Male	0	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
Totals				60	9	Male	45	37	0	1	2	2	0	3	0
					15.00	%	75.00	61.67	0.00	1.67	3.33	3.33	0.00	5.00	0.00
						Female	15	14	0	0	0	1	0	0	0
						%	25.00	23.33	0.00	0.00	0.00	1.67	0.00	0.00	0.00
						Non-binary	0	0	0	0	0	0	0	0	0
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Unknown	0	0	0	0	0	0	0	0	0
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Department: Financial Aid

Manager Name: Campbell, Kathy

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	Financial Aid Advisor - Lead	5	G - H	3	0	Male	1	1	0	0	0	0	0	0	0
						Female	2	2	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: Financial Aid

Manager Name: Campbell, Kathy

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	Students First! Service Representative	5	G - H	3	1	Male	2	2	0	0	0	0	0	0	0
						Female	1	0	0	0	0	1	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
	Financial Aid Advisor	5	H	1	0	Male	0	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
	PT Financial Aid Advisor	5	H	1	0	Male	0	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
	Project Coordinator - Lead	5	I	2	0	Male	0	0	0	0	0	0	0	0	0
						Female	2	2	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
	PT Project Coordinator	5	I	1	0	Male	1	1	0	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: Financial Aid

Manager Name: Campbell, Kathy

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	Director of Financial Aid	1	L	1	0	Male	0	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
Totals				12	1	Male	4	4	0	0	0	0	0	0	0
					8.33	%	33.33	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Female	8	7	0	0	0	1	0	0	0
						%	66.67	58.33	0.00	0.00	0.00	8.33	0.00	0.00	0.00
						Non-binary	0	0	0	0	0	0	0	0	0
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Unknown	0	0	0	0	0	0	0	0	0
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Department: Florence Center

Manager Name: Pierson, Russell

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	PT Bus Driver	7	E	1	0	Male	1	1	0	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
	PT Administrative Support Specialist	5	E - F	2	0	Male	0	0	0	0	0	0	0	0	0
						Female	2	2	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: Florence Center

Manager Name: Pierson, Russell

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	Administrative Support Specialist	5	F	1	0	Male	0	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
	PT Credit Instructor Florence Administration	2	I	1	0	Male	1	1	0	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
	Project Coordinator - Lead	5	I	1	0	Male	0	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
	Dean of Florence and Cottage Grove Centers	1	L	1	0	Male	1	1	0	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
Totals				7	0	Male	3	3	0	0	0	0	0	0	0
			%			42.86	42.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
			Female			4	4	0	0	0	0	0	0	0	0
			%			57.14	57.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
			Non-binary			0	0	0	0	0	0	0	0	0	0
			%			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
		Unknown	0	0	0	0	0	0	0	0	0	0			
		%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00				

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: Health & PE

Manager Name: Miner, Jonathon

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	PT Instructional Specialist	5	E	4	1	Male	2	1	1	0	0	0	0	0	0
						Female	2	2	0	0	0	0	0	0	
						Non-binary	0	0	0	0	0	0	0	0	
						Unknown	0	0	0	0	0	0	0	0	
	Facility Coordinator	5	G	1	0	Male	0	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0	
						Non-binary	0	0	0	0	0	0	0	0	
						Unknown	0	0	0	0	0	0	0	0	
	PT Credit Instructor PE - General	2	G - K	5	0	Male	1	1	0	0	0	0	0	0	0
						Female	4	4	0	0	0	0	0	0	
						Non-binary	0	0	0	0	0	0	0	0	
						Unknown	0	0	0	0	0	0	0	0	
	Project Specialist 2	5	H	1	0	Male	0	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0	
						Non-binary	0	0	0	0	0	0	0	0	
						Unknown	0	0	0	0	0	0	0	0	
	PT Credit Instructor Health	2	K	2	0	Male	0	0	0	0	0	0	0	0	0
						Female	2	2	0	0	0	0	0	0	
						Non-binary	0	0	0	0	0	0	0	0	
						Unknown	0	0	0	0	0	0	0	0	
	Faculty Instructor PE - General	2	L	3	1	Male	2	1	0	0	0	1	0	0	0
						Female	1	1	0	0	0	0	0	0	
						Non-binary	0	0	0	0	0	0	0	0	
						Unknown	0	0	0	0	0	0	0	0	

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: Health & PE

Manager Name: Miner, Jonathon

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races		Unknown
				Employees	Minorities											
	Faculty Instructor Health	2	L	1	0	Male	0	0	0	0	0	0	0	0	0	0
Female						1	1	0	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	0	
Totals				17	2	Male	5	3	1	0	0	1	0	0	0	0
					11.76	%	29.41	17.65	5.88	0.00	0.00	5.88	0.00	0.00	0.00	0.00
						Female	12	12	0	0	0	0	0	0	0	0
						%	70.59	70.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Non-binary	0	0	0	0	0	0	0	0	0	0
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Unknown	0	0	0	0	0	0	0	0	0	0
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Department: Health Clinic

Manager Name: Greene, Laura

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races		Unknown
				Employees	Minorities											
	PT Administrative Support Specialist	5	E	1	0	Male	0	0	0	0	0	0	0	0	0	0
Female						1	1	0	0	0	0	0	0	0		
Non-binary						0	0	0	0	0	0	0	0	0		
Unknown						0	0	0	0	0	0	0	0	0		
	Medical Office Assistant	5	G	2	0	Male	0	0	0	0	0	0	0	0	0	0
Female						2	2	0	0	0	0	0	0	0		
Non-binary						0	0	0	0	0	0	0	0	0		
Unknown						0	0	0	0	0	0	0	0	0		

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: Health Clinic

Manager Name: Greene, Laura

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	Administrative Specialist	5	G	1	0	Male	0	0	0	0	0	0	0	0	0
Female						1	1	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Health Clinic Director	1	L	1	0	Male	0	0	0	0	0	0	0	0	0
Female						1	1	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
Totals				5	0	Male	0	0	0	0	0	0	0	0	0
					0.00	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Female	5	5	0	0	0	0	0	0	0
						%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Non-binary	0	0	0	0	0	0	0	0	0
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Unknown	0	0	0	0	0	0	0	0	0
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Department: Health Professions

Manager Name: Miner, Jonathon

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	PT Administrative Support Specialist	5	D - F	11	1	Male	0	0	0	0	0	0	0	0	0
Female						11	10	0	0	0	0	1	0		
Non-binary						0	0	0	0	0	0	0	0		
Unknown						0	0	0	0	0	0	0	0		

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: Health Professions

Manager Name: Miner, Jonathon

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	PT Project Specialist 1	5	F	2	0	Male	1	1	0	0	0	0	0	0	0
Female						1	1	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	PT Credit Instructor PE - General	2	G	1	1	Male	1	0	0	0	0	0	0	1	0
Female						0	0	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Department Coordinator - WDC	5	G	1	1	Male	0	0	0	0	0	0	0	0	0
Female						1	0	0	0	0	0	0	1	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	PT Credit Instructor EMT	2	G - K	20	2	Male	12	10	0	0	1	0	0	0	1
Female						8	7	0	0	0	0	1	0		
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	PT Credit Instructor Dental Assisting	2	G - K	14	0	Male	1	1	0	0	0	0	0	0	0
Female						13	13	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Project Specialist 2	5	H	2	0	Male	0	0	0	0	0	0	0	0	0
Female						2	2	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: Health Professions

Manager Name: Miner, Jonathon

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	Project Coordinator - Lead	5	H	2	0	Male	1	1	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0	
						Non-binary	0	0	0	0	0	0	0	0	
						Unknown	0	0	0	0	0	0	0	0	
	Project Coordinator	5	H	1	0	Male	0	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0	
						Non-binary	0	0	0	0	0	0	0	0	
						Unknown	0	0	0	0	0	0	0	0	
	Project Specialist 2 - Lead	5	H	2	0	Male	0	0	0	0	0	0	0	0	0
						Female	2	2	0	0	0	0	0	0	
						Non-binary	0	0	0	0	0	0	0	0	
						Unknown	0	0	0	0	0	0	0	0	
	PT Administrative & Technology Specialist	5	H	1	0	Male	0	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0	
						Non-binary	0	0	0	0	0	0	0	0	
						Unknown	0	0	0	0	0	0	0	0	
	Project Coordinator - Bilingual	5	I	1	1	Male	1	0	0	1	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0	
						Non-binary	0	0	0	0	0	0	0	0	
						Unknown	0	0	0	0	0	0	0	0	
	PT Credit Instructor Physical Therapy Assistant	2	I - J	3	0	Male	0	0	0	0	0	0	0	0	0
						Female	3	3	0	0	0	0	0	0	
						Non-binary	0	0	0	0	0	0	0	0	
						Unknown	0	0	0	0	0	0	0	0	

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: Health Professions

Manager Name: Miner, Jonathon

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown	
				Employees	Minorities											
	PT Credit Instructor Nutrition	2	I - K	3	0	Male	0	0	0	0	0	0	0	0	0	0
						Female	3	2	0	0	0	0	0	0	0	1
						Non-binary	0	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0	0
	PT Credit Instructor Health Information Management	2	J	1	0	Male	0	0	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0	0
	PT Credit Instructor Associate Degree Nursing	2	J	1	0	Male	0	0	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0	0
	PT Credit Instructor Health Professions Admin	2	J - K	2	1	Male	2	1	0	0	0	0	0	1	0	0
						Female	0	0	0	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0	0
	Project Coordinator 2	5	K	1	0	Male	0	0	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0	0
	Associate Dean of Health Professions / Health & PE / Nursing	1	L	1	0	Male	0	0	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0	0

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: Health Professions

Manager Name: Miner, Jonathon

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	Faculty Instructor EMT	2	L	4	0	Male	4	4	0	0	0	0	0	0	0
Female						0	0	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Faculty Instructor Respiratory Care	2	L	2	0	Male	1	1	0	0	0	0	0	0	0
Female						1	1	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Faculty Instructor Health Information Management	2	L	2	1	Male	1	1	0	0	0	0	0	0	0
Female						1	0	0	0	0	1	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Faculty Instructor Associate Degree Nursing	2	L	24	1	Male	7	7	0	0	0	0	0	0	0
Female						17	16	1	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Faculty Instructor Dental Assisting	2	L	7	1	Male	0	0	0	0	0	0	0	0	0
Female						7	6	0	0	0	1	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Senior Instructional Dean of Health Professions and	1	L	1	0	Male	1	1	0	0	0	0	0	0	0
Female						0	0	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: Health Professions

Manager Name: Miner, Jonathon

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	Faculty Instructor Medical Office Assistant	2	L	1	0	Male	0	0	0	0	0	0	0	0	0
Female						1	1	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Faculty Instructor Health Professions Admin	2	L	3	0	Male	1	1	0	0	0	0	0	0	0
Female						2	2	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Faculty Instructor Physical Therapy Assistant	2	L	3	0	Male	1	1	0	0	0	0	0	0	0
Female						2	2	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Faculty Instructor Nutrition	2	L	1	0	Male	0	0	0	0	0	0	0	0	0
Female						1	1	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
Totals				118	10	Male	35	30	0	1	1	0	0	2	1
					8.47	%	29.66	25.42	0.00	0.85	0.85	0.00	0.00	1.69	0.85
						Female	83	76	1	0	0	2	0	3	1
						%	70.34	64.41	0.85	0.00	0.00	1.69	0.00	2.54	0.85
						Non-binary	0	0	0	0	0	0	0	0	0
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Unknown	0	0	0	0	0	0	0	0	0
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: High School Connections

Manager Name: Chin, Justin

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	PT Student Advisor 2	5	F	1	1	Male	0	0	0	0	0	0	0	0	0
Female						1	0	0	0	0	1	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Student Advisor 2 - Lead	5	H	1	0	Male	0	0	0	0	0	0	0	0	0
Female						1	1	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Project Coordinator	5	I	1	0	Male	0	0	0	0	0	0	0	0	0
Female						1	1	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	PT Credit Instructor High School Connections	2	J - K	2	0	Male	0	0	0	0	0	0	0	0	0
Female						2	2	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
Totals				5	1	Male	0	0	0	0	0	0	0	0	0
					20.00	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Female	5	4	0	0	0	1	0	0	0
						%	100.00	80.00	0.00	0.00	0.00	20.00	0.00	0.00	0.00
						Non-binary	0	0	0	0	0	0	0	0	0
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Unknown	0	0	0	0	0	0	0	0	0
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: Human Resources

Manager Name: Turner, Michael

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	HR Analyst 1	5	F	1	0	Male	0	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
	HR Analyst 2	5	G - H	2	0	Male	1	1	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
	Administrative Coordinator - Lead	5	H	1	1	Male	0	0	0	0	0	0	0	0	0
						Female	1	0	0	0	0	1	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
	Project Coordinator	5	I	1	0	Male	0	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
	HR Analyst 2 - Lead	5	I	2	0	Male	0	0	0	0	0	0	0	0	0
						Female	2	2	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
	Project Coordinator 2 - Temp Appt	5	J	1	0	Male	0	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: Human Resources

Manager Name: Turner, Michael

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	Project Coordinator 2 - Lead	5	K	2	1	Male	0	0	0	0	0	0	0	0	0
Female						2	1	0	0	0	1	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Manager of Risk & Benefits	1	L	1	0	Male	0	0	0	0	0	0	0	0	0
Female						1	1	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Title IX Coordinator	1	L	1	0	Male	1	1	0	0	0	0	0	0	0
Female						0	0	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Payroll Manager	1	L	1	0	Male	0	0	0	0	0	0	0	0	0
Female						1	1	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: Human Resources

Manager Name: Turner, Michael

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown			
				Employees	Minorities													
	Vice President of Human Resources & Labor Relations	1	L	1	0	Male	1	1	0	0	0	0	0	0	0			
Totals				14	2	Male	3	3	0	0	0	0	0	0	0			
					14.29	%	21.43	21.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
						Female	11	9	0	0	0	2	0	0	0			
						%	78.57	64.29	0.00	0.00	0.00	14.29	0.00	0.00	0.00			
						Non-binary	0	0	0	0	0	0	0	0	0			
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
						Unknown	0	0	0	0	0	0	0	0	0			
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			

Department: Information Technology

Manager Name: Munoz, Brent

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown			
				Employees	Minorities													
	PT Telephone Console Operator	5	E	1	0	Male	1	1	0	0	0	0	0	0	0			
	Lead Telephone Console Operator	5	E	1	0	Male	0	0	0	0	0	0	0	0	0			

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: Information Technology

Manager Name: Munoz, Brent

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown	
				Employees	Minorities											
	Administrative Support Specialist	5	F	1	0	Male	1	1	0	0	0	0	0	0	0	0
Female						0	0	0	0	0	0	0	0	0	0	0
Non-binary						0	0	0	0	0	0	0	0	0	0	0
Unknown						0	0	0	0	0	0	0	0	0	0	0
	Information Technology Technician-A-Lead	3	G - H	2	0	Male	1	1	0	0	0	0	0	0	0	0
Female						1	1	0	0	0	0	0	0	0	0	0
Non-binary						0	0	0	0	0	0	0	0	0	0	0
Unknown						0	0	0	0	0	0	0	0	0	0	0
	Information Technology Technician-A	3	H	1	0	Male	1	1	0	0	0	0	0	0	0	0
Female						0	0	0	0	0	0	0	0	0	0	0
Non-binary						0	0	0	0	0	0	0	0	0	0	0
Unknown						0	0	0	0	0	0	0	0	0	0	0
	Technology Analysis & Design Specialist-A- Lead	3	H - K	4	0	Male	2	2	0	0	0	0	0	0	0	0
Female						2	2	0	0	0	0	0	0	0	0	0
Non-binary						0	0	0	0	0	0	0	0	0	0	0
Unknown						0	0	0	0	0	0	0	0	0	0	0
	Project Coordinator	5	I	1	0	Male	0	0	0	0	0	0	0	0	0	0
Female						1	1	0	0	0	0	0	0	0	0	0
Non-binary						0	0	0	0	0	0	0	0	0	0	0
Unknown						0	0	0	0	0	0	0	0	0	0	0
	PT Technology Equipment Systems Technician	5	I	1	0	Male	1	1	0	0	0	0	0	0	0	0
Female						0	0	0	0	0	0	0	0	0	0	0
Non-binary						0	0	0	0	0	0	0	0	0	0	0
Unknown						0	0	0	0	0	0	0	0	0	0	0

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: Information Technology

Manager Name: Munoz, Brent

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races		
				Employees	Minorities									Unknown	Unknown	
	Technology Equipment Systems Technician-A	3	I	2	1	Male	2	1	0	0	0	0	0	0	1	0
Female						0	0	0	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	0	
	Technology Analysis & Design Specialist-A	3	I - K	6	1	Male	6	5	0	1	0	0	0	0	0	0
Female						0	0	0	0	0	0	0	0	0		
Non-binary						0	0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	0	
	Network Administration Specialist - A	3	I - K	3	0	Male	2	2	0	0	0	0	0	0	0	0
Female						1	1	0	0	0	0	0	0	0		
Non-binary						0	0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	0	
	Technology Equipment Systems Technician - A - Lead	3	J	1	0	Male	1	1	0	0	0	0	0	0	0	0
Female						0	0	0	0	0	0	0	0	0		
Non-binary						0	0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	0	
	Network Administration Specialist-A-Lead	3	J - K	4	0	Male	4	4	0	0	0	0	0	0	0	0
Female						0	0	0	0	0	0	0	0	0		
Non-binary						0	0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	0	
	Network Administration Specialist-A	3	K	2	0	Male	1	0	0	0	0	0	0	0	0	1
Female						1	1	0	0	0	0	0	0	0		
Non-binary						0	0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	0	

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: Information Technology

Manager Name: Munoz, Brent

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	Director of Cyber Security, Infrastructure & End User Services	1	L	1	0	Male	1	1	0	0	0	0	0	0	0
Female						0	0	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Director of Software Services	1	L	1	0	Male	0	0	0	0	0	0	0	0	0
Female						1	1	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Vice President of Information Technology	1	L	1	0	Male	1	1	0	0	0	0	0	0	0
Female						0	0	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
Totals				33	2	Male	25	22	0	1	0	0	0	1	1
					6.06	%	75.76	66.67	0.00	3.03	0.00	0.00	0.00	3.03	3.03
						Female	8	8	0	0	0	0	0	0	0
						%	24.24	24.24	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Non-binary	0	0	0	0	0	0	0	0	0
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Unknown	0	0	0	0	0	0	0	0	0
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: International Student Program

Manager Name: Velez, William

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	PT Administrative Support Specialist	5	D	1	1	Male	1	0	0	1	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0	
						Non-binary	0	0	0	0	0	0	0	0	
						Unknown	0	0	0	0	0	0	0	0	
	Project Specialist 2	5	F	1	0	Male	0	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0	
						Non-binary	0	0	0	0	0	0	0	0	
						Unknown	0	0	0	0	0	0	0	0	
	Project Specialist 2 - Bilingual	5	H	1	1	Male	0	0	0	0	0	0	0	0	0
						Female	1	0	0	1	0	0	0	0	
						Non-binary	0	0	0	0	0	0	0	0	
						Unknown	0	0	0	0	0	0	0	0	
	Project Coordinator - Lead	5	I	1	0	Male	0	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0	
						Non-binary	0	0	0	0	0	0	0	0	
						Unknown	0	0	0	0	0	0	0	0	
	Associate Director of International Student Recruitment	1	J	1	0	Male	0	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0	
						Non-binary	0	0	0	0	0	0	0	0	
						Unknown	0	0	0	0	0	0	0	0	
	International Programs Assistant Director of Recruitment &	1	J	1	0	Male	0	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0	
						Non-binary	0	0	0	0	0	0	0	0	
						Unknown	0	0	0	0	0	0	0	0	

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: International Student Program

Manager Name: Velez, William

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	Project Coordinator 2	5	J	1	0	Male	0	0	0	0	0	0	0	0	0
Female						1	1	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	International Programs Director	1	K	1	0	Male	1	1	0	0	0	0	0	0	0
Female						0	0	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
Totals				8	2	Male	2	1	0	1	0	0	0	0	0
					25.00	%	25.00	12.50	0.00	12.50	0.00	0.00	0.00	0.00	0.00
						Female	6	5	0	1	0	0	0	0	0
						%	75.00	62.50	0.00	12.50	0.00	0.00	0.00	0.00	0.00
						Non-binary	0	0	0	0	0	0	0	0	0
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Unknown	0	0	0	0	0	0	0	0	0
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Department: KLCC-FM

Manager Name: Rondeau, James

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	KLCC Sales Representative	5	D	1	0	Male	1	1	0	0	0	0	0	0	0
Female						0	0	0	0	0	0	0	0		
Non-binary						0	0	0	0	0	0	0	0		
Unknown						0	0	0	0	0	0	0	0		

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: KLCC-FM

Manager Name: Rondeau, James

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	PT Administrative Support Specialist	5	E	1	0	Male	0	0	0	0	0	0	0	0	0
Female						1	1	0	0	0	0	0	0	0	0
Non-binary						0	0	0	0	0	0	0	0	0	0
Unknown						0	0	0	0	0	0	0	0	0	0
	PT KLCC Program Host	5	E - G	5	0	Male	0	0	0	0	0	0	0	0	0
Female						5	5	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Lead KLCC Program Host	5	F - G	5	0	Male	2	2	0	0	0	0	0	0	0
Female						3	3	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Administrative Coordinator	5	G	1	0	Male	0	0	0	0	0	0	0	0	0
Female						1	1	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Public Affairs Producer/Host	1	I	1	0	Male	1	1	0	0	0	0	0	0	0
Female						0	0	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Technology Equipment Systems Technician-A	3	I	1	0	Male	1	1	0	0	0	0	0	0	0
Female						0	0	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: KLCC-FM

Manager Name: Rondeau, James

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	Director of Membership & Outreach	1	J	1	0	Male	0	0	0	0	0	0	0	0	0
Female						1	1	0	0	0	0	0	0	0	0
Non-binary						0	0	0	0	0	0	0	0	0	0
Unknown						0	0	0	0	0	0	0	0	0	0
	Director of Philanthropy	1	J	1	0	Male	0	0	0	0	0	0	0	0	0
Female						1	1	0	0	0	0	0	0	0	0
Non-binary						0	0	0	0	0	0	0	0	0	0
Unknown						0	0	0	0	0	0	0	0	0	0
	KLCC Director of Business Development	1	J	1	0	Male	1	1	0	0	0	0	0	0	0
Female						0	0	0	0	0	0	0	0	0	0
Non-binary						0	0	0	0	0	0	0	0	0	0
Unknown						0	0	0	0	0	0	0	0	0	0
	KLCC News Director	1	J	1	0	Male	1	1	0	0	0	0	0	0	0
Female						0	0	0	0	0	0	0	0	0	0
Non-binary						0	0	0	0	0	0	0	0	0	0
Unknown						0	0	0	0	0	0	0	0	0	0
	KLCC Program Director	1	J	1	0	Male	1	1	0	0	0	0	0	0	0
Female						0	0	0	0	0	0	0	0	0	0
Non-binary						0	0	0	0	0	0	0	0	0	0
Unknown						0	0	0	0	0	0	0	0	0	0

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: KLCC-FM

Manager Name: Rondeau, James

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown			
				Employees	Minorities													
	KLCC General Manager	1	L	1	0	Male	1	1	0	0	0	0	0	0	0			
								Female	0	0	0	0	0	0	0	0	0	
									Non-binary	0	0	0	0	0	0	0	0	0
									Unknown	0	0	0	0	0	0	0	0	0
Totals				21	0	Male	9	9	0	0	0	0	0	0	0			
					0.00	%	42.86	42.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
						Female	12	12	0	0	0	0	0	0	0			
						%	57.14	57.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
						Non-binary	0	0	0	0	0	0	0	0	0			
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
						Unknown	0	0	0	0	0	0	0	0	0			
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			

Department: Lane Community College Foundat

Manager Name: Jett, Wendy

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown		
				Employees	Minorities												
	Administrative & Technology Specialist - Lead	5	H	1	0	Male	0	0	0	0	0	0	0	0	0		
								Female	1	1	0	0	0	0	0	0	0
									Non-binary	0	0	0	0	0	0	0	0
									Unknown	0	0	0	0	0	0	0	0
	Project Coordinator	5	I	1	0	Male	0	0	0	0	0	0	0	0	0		
								Female	1	1	0	0	0	0	0	0	0
									Non-binary	0	0	0	0	0	0	0	0
									Unknown	0	0	0	0	0	0	0	0

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: Lane Community College Foundat

Manager Name: Jett, Wendy

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	Project Coordinator - Lead	5	I	1	0	Male	0	0	0	0	0	0	0	0	0
Female						1	1	0	0	0	0	0	0	0	0
Non-binary						0	0	0	0	0	0	0	0	0	0
Unknown						0	0	0	0	0	0	0	0	0	0
	Alumni Relations & Annual Gifts Officer	1	J	1	0	Male	0	0	0	0	0	0	0	0	0
Female						1	1	0	0	0	0	0	0	0	0
Non-binary						0	0	0	0	0	0	0	0	0	0
Unknown						0	0	0	0	0	0	0	0	0	0
	Project Coordinator 2	5	K	1	0	Male	0	0	0	0	0	0	0	0	0
Female						1	1	0	0	0	0	0	0	0	0
Non-binary						0	0	0	0	0	0	0	0	0	0
Unknown						0	0	0	0	0	0	0	0	0	0
	Development Director/Deputy Foundation Director	1	L	1	0	Male	0	0	0	0	0	0	0	0	0
Female						1	1	0	0	0	0	0	0	0	0
Non-binary						0	0	0	0	0	0	0	0	0	0
Unknown						0	0	0	0	0	0	0	0	0	0

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: Lane Community College Foundat

Manager Name: Jett, Wendy

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races		
				Employees	Minorities									Unknown	Unknown	
	Director of the Foundation	1	L	1	0		0	0	0	0	0	0	0	0	0	0
						Male	0	0	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0	0
Totals				7	0	Male	0	0	0	0	0	0	0	0	0	0
					0.00	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Female	7	7	0	0	0	0	0	0	0	0
						%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Non-binary	0	0	0	0	0	0	0	0	0	0
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Unknown	0	0	0	0	0	0	0	0	0	0
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Department: Language- Literature & Communic

Manager Name: Pelletier, Laura

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	
				Employees	Minorities									Unknown	Unknown
	PT Credit Instructor Lang - Lit & Comm Administrat	2	G - K	38	9		15	10	2	0	0	2	0	1	0
						Male	15	10	2	0	0	2	0	1	0
						Female	23	19	1	0	1	0	0	2	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
	PT Credit Instructor Social Science Administration	2	I	1	1		0	0	0	0	0	0	0	0	0
						Male	0	0	0	0	0	0	0	0	0
						Female	1	0	0	0	0	1	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: Language- Literature & Communic

Manager Name: Pelletier, Laura

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	PT Credit Instructor Composition - Instruction	2	I	2	1	Male	1	0	0	0	0	0	0	1	0
Female						1	1	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Project Coordinator - Lead	5	I	1	0	Male	0	0	0	0	0	0	0	0	0
Female						1	1	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Faculty Instructor Communication - Instruction	2	L	4	0	Male	2	2	0	0	0	0	0	0	0
Female						2	2	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Dean of Humanities	1	L	1	0	Male	0	0	0	0	0	0	0	0	0
Female						1	1	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Faculty Instructor Composition - Instruction	2	L	10	1	Male	2	1	0	0	0	1	0	0	0
Female						8	8	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Faculty Instructor Planning and Instit Effect Ad	2	L	1	0	Male	0	0	0	0	0	0	0	0	0
Female						1	1	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: Language- Literature & Communic

Manager Name: Pelletier, Laura

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown			
				Employees	Minorities													
	Faculty Instructor Spanish Instruction	2	L		2	0	<i>Male</i>	1	1	0	0	0	0	0	0	0		
				<i>Female</i>	1	1	0	0	0	0	0	0	0	0	0	0	0	
				<i>Non-binary</i>	0	0	0	0	0	0	0	0	0	0	0	0	0	0
				<i>Unknown</i>	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals				60	12		<i>Male</i>	21	14	2	0	0	3	0	2	0		
					20.00		%	35.00	23.33	3.33	0.00	0.00	5.00	0.00	3.33	0.00		
							<i>Female</i>	39	34	1	0	1	1	0	2	0		
							%	65.00	56.67	1.67	0.00	1.67	1.67	0.00	3.33	0.00		
							<i>Non-binary</i>	0	0	0	0	0	0	0	0	0		
							%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
							<i>Unknown</i>	0	0	0	0	0	0	0	0	0		
							%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Department: Library

Manager Name: Coronado, Edward

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown		
				Employees	Minorities												
	PT Library Technician	5	D - E		2	0	<i>Male</i>	0	0	0	0	0	0	0	0	0	
				<i>Female</i>	2	2	0	0	0	0	0	0	0	0	0	0	
				<i>Non-binary</i>	0	0	0	0	0	0	0	0	0	0	0	0	0
				<i>Unknown</i>	0	0	0	0	0	0	0	0	0	0	0	0	0
	PT Student Services Specialist	5	E		1	0	<i>Male</i>	0	0	0	0	0	0	0	0	0	
				<i>Female</i>	1	1	0	0	0	0	0	0	0	0	0	0	
				<i>Non-binary</i>	0	0	0	0	0	0	0	0	0	0	0	0	0
				<i>Unknown</i>	0	0	0	0	0	0	0	0	0	0	0	0	0

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: Library

Manager Name: Coronado, Edward

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	PT Information Technology Technician	3	F	2	1	Male	0	0	0	0	0	0	0	0	0
Female						2	1	0	0	0	1	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Project Coordinator - Lead	5	H	1	0	Male	0	0	0	0	0	0	0	0	0
Female						1	1	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Library Associate	5	H	1	0	Male	1	1	0	0	0	0	0	0	0
Female						0	0	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Library Associate-Lead	5	H	1	0	Male	0	0	0	0	0	0	0	0	0
Female						1	1	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Information Technology Technician-A	3	H - I	2	2	Male	2	0	0	0	1	1	0	0	0
Female						0	0	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Coordinator of Library Access Services	5	I	1	0	Male	1	1	0	0	0	0	0	0	0
Female						0	0	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: Library

Manager Name: Coronado, Edward

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	Technology Analysis & Design Specialist-A	3	K	1	0	Male	1	1	0	0	0	0	0	0	0
Female						0	0	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	PT Credit Instructor Library Administration	2	K	1	0	Male	0	0	0	0	0	0	0	0	0
Female						1	1	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Faculty Librarian Library Administration	2	L	4	1	Male	1	0	0	0	1	0	0	0	0
Female						3	3	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
Totals				17	4	Male	6	3	0	0	2	1	0	0	0
					23.53	%	35.29	17.65	0.00	0.00	11.76	5.88	0.00	0.00	0.00
						Female	11	10	0	0	0	1	0	0	0
						%	64.71	58.82	0.00	0.00	0.00	5.88	0.00	0.00	0.00
						Non-binary	0	0	0	0	0	0	0	0	0
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Unknown	0	0	0	0	0	0	0	0	0
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: Mail Services

Manager Name: Hayward, Jennfier

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	Courier	7	E	1	0	Male	1	1	0	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
	Mail & Warehouse Services Specialist - Lead	5	G	1	0	Male	0	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
Totals				2	0	Male	1	1	0	0	0	0	0	0	0
					0.00	%	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Female	1	1	0	0	0	0	0	0	0
						%	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Non-binary	0	0	0	0	0	0	0	0	0
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Unknown	0	0	0	0	0	0	0	0	0
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Department: Marketing/Public Relations

Manager Name: Rowlett, Brett & McCulley, Jenna

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	Information Technology Technician-A	3	H	1	0	Male	0	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: Marketing/Public Relations

Manager Name: Rowlett, Brett & McCulley, Jenna

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	Technology Analysis & Design Specialist-A	3	K	1	0	Male	1	1	0	0	0	0	0	0	0
Female						0	0	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Director of Marketing & Strategic Communications	1	L	1	0	Male	0	0	0	0	0	0	0	0	0
Female						1	1	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
Totals				3	0	Male	1	1	0	0	0	0	0	0	0
					0.00	%	33.33	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Female	2	2	0	0	0	0	0	0	0
						%	66.67	66.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Non-binary	0	0	0	0	0	0	0	0	0
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Unknown	0	0	0	0	0	0	0	0	0
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Department: Mathematics

Manager Name: Merrill, Leanna

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	PT Credit Instructor Science Administration	2	I	1	0	Male	1	1	0	0	0	0	0	0	0
Female						0	0	0	0	0	0	0	0		
Non-binary						0	0	0	0	0	0	0	0		
Unknown						0	0	0	0	0	0	0	0		

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: Mathematics

Manager Name: Merrill, Leanna

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	Project Coordinator - Lead	5	I	1	0	Male	0	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
	PT Credit Instructor Mathematics Administration	2	I - K	11	2	Male	5	4	0	0	0	0	0	0	1
						Female	6	4	0	0	1	0	0	1	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
	Dean of Mathematics & Engineering	1	L	1	0	Male	0	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
	Faculty Instructor Mathematics Administration	2	L	10	1	Male	4	4	0	0	0	0	0	0	0
						Female	6	5	1	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
Totals				24	3	Male	10	9	0	0	0	0	0	0	1
			12.50			%	41.67	37.50	0.00	0.00	0.00	0.00	0.00	0.00	4.17
						Female	14	11	1	0	1	0	0	1	0
						%	58.33	45.83	4.17	0.00	4.17	0.00	0.00	4.17	0.00
						Non-binary	0	0	0	0	0	0	0	0	0
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
			Unknown	0	0	0	0	0	0	0	0	0			
			%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: MHWC & Addictions Program

Manager Name: Jean Gipple

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	Director of Mental Health & Wellness	1	L	1	0	Male	0	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0	
						Non-binary	0	0	0	0	0	0	0	0	
						Unknown	0	0	0	0	0	0	0	0	
	Faculty Counselor MHWC & Addictions Program	2	L	2	0	Male	0	0	0	0	0	0	0	0	0
						Female	2	2	0	0	0	0	0	0	
						Non-binary	0	0	0	0	0	0	0	0	
						Unknown	0	0	0	0	0	0	0	0	
Totals				3	0	Male	0	0	0	0	0	0	0	0	0
					0.00	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Female	3	3	0	0	0	0	0	0	0
						%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Non-binary	0	0	0	0	0	0	0	0	0
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
						Unknown	0	0	0	0	0	0	0	0	0
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	

Department: OSBDCN

Manager Name: Gregory, Mark

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	Project Specialist 1	5	G	1	0	Male	0	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0		
						Non-binary	0	0	0	0	0	0	0		
						Unknown	0	0	0	0	0	0	0		

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: OSBDCN

Manager Name: Gregory, Mark

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	Project Coordinator	5	H - I	2	0	Male	0	0	0	0	0	0	0	0	0
						Female	2	2	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
	Technology Analysis & Design Specialist-A - Lead	3	J	1	0	Male	1	1	0	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
	Associate State Director OSBDCN	1	L	1	0	Male	0	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
	State Director of the OSBDCN	1	L	1	0	Male	1	1	0	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
Totals				6	0	Male	2	2	0	0	0	0	0	0	0
					0.00	%	33.33	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Female	4	4	0	0	0	0	0	0	0
						%	66.67	66.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Non-binary	0	0	0	0	0	0	0	0	0
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Unknown	0	0	0	0	0	0	0	0	0
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: Planning and Institutional Eff

Manager Name: Comer, Keith

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	Project Coordinator 2 - Lead	5	K	1	0	Male	0	0	0	0	0	0	0	0	0
Female						1	1	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Technology Analysis & Design Specialist-A- Lead	3	K	1	0	Male	0	0	0	0	0	0	0	0	0
Female						1	1	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Director of Institutional Research and Effectiveness	1	L	1	0	Male	1	1	0	0	0	0	0	0	0
Female						0	0	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
Totals				3	0	Male	1	1	0	0	0	0	0	0	0
					0.00	%	33.33	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Female	2	2	0	0	0	0	0	0	0
						%	66.67	66.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Non-binary	0	0	0	0	0	0	0	0	0
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Unknown	0	0	0	0	0	0	0	0	0
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: President's Office

Manager Name: Bulger, Stephanie

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	Interim Executive Assistant to the President & Board of	1	I	1	0	Male	0	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
	Executive Assistant to the Vice President of Finance and	1	I	1	0	Male	0	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
	Interim Senior Advisor for Strategic Communications	1	L	1	0	Male	0	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
	Executive Director of External Affairs	1	L	1	0	Male	1	1	0	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
	Vice President of Finance & Operations	1	L	1	0	Male	0	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: President's Office
 Manager Name: Bulger, Stephanie

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown	
				Employees	Minorities											
	President	1	L	1	1											
						Male	0	0	0	0	0	0	0	0	0	0
						Female	1	0	1	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0	0
Totals				6	1	Male	1	1	0	0	0	0	0	0	0	0
					16.67	%	16.67	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Female	5	4	1	0	0	0	0	0	0	0
						%	83.33	66.67	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Non-binary	0	0	0	0	0	0	0	0	0	0
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Unknown	0	0	0	0	0	0	0	0	0	0
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Department: Printing & Graphics
 Manager Name: Rowlett, Brett

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown	
				Employees	Minorities											
	Administrative Support Specialist	5	F	1	0											
						Male	0	0	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0	0
	PT Offset Press Operator	7	F	1	1											
						Male	1	0	0	1	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0	0

Incl - employee is included in this plan and department
 Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: Printing & Graphics

Manager Name: Rowlett, Brett

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown	
				Employees	Minorities											
	Graphic Artist	5	G	1	0	Male	1	1	0	0	0	0	0	0	0	
						Female	0	0	0	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0	0
	Project Coordinator	5	I	1	0	Male	1	1	0	0	0	0	0	0	0	
						Female	0	0	0	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0	0
Totals				4	1	Male	3	2	0	1	0	0	0	0	0	
					25.00	%	75.00	50.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	
						Female	1	1	0	0	0	0	0	0	0	
						%	25.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
						Non-binary	0	0	0	0	0	0	0	0	0	
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
						Unknown	0	0	0	0	0	0	0	0	0	
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	

Department: Public Safety

Manager Name: Rupp, Lisa

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	Public Safety Officer 1	7	E	4	1	Male	4	3	0	0	0	0	0	1	0
						Female	0	0	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: Public Safety

Manager Name: Rupp, Lisa

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	PT Administrative Support Specialist	5	E	1	0	Male	0	0	0	0	0	0	0	0	0
Female						1	1	0	0	0	0	0	0	0	0
Non-binary						0	0	0	0	0	0	0	0	0	0
Unknown						0	0	0	0	0	0	0	0	0	0
	PT Public Safety Officer 1	7	E - F	3	1	Male	2	1	0	0	0	0	0	1	0
Female						1	1	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	PT Administrative Specialist	5	F	1	0	Male	0	0	0	0	0	0	0	0	0
Female						1	1	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Public Safety Officer 3	7	G	1	0	Male	1	1	0	0	0	0	0	0	0
Female						0	0	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Administrative Coordinator - Lead	5	H	1	0	Male	0	0	0	0	0	0	0	0	0
Female						1	1	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Public Safety Officer 2	7	H	1	0	Male	1	1	0	0	0	0	0	0	0
Female						0	0	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: Public Safety

Manager Name: Rupp, Lisa

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	PT Public Safety Officer 2	7	H	1	1	Male	1	0	0	0	0	0	0	1	0
						Female	0	0	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
	Public Safety Officer 4	7	I - K	2	1	Male	2	1	1	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
	Director of Public Safety & Emergency Preparedness	1	L	1	0	Male	0	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
Totals				16	4	Male	11	7	1	0	0	0	0	3	0
					25.00	%	68.75	43.75	6.25	0.00	0.00	0.00	0.00	18.75	0.00
						Female	5	5	0	0	0	0	0	0	0
						%	31.25	31.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Non-binary	0	0	0	0	0	0	0	0	0
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Unknown	0	0	0	0	0	0	0	0	0
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: Science

Manager Name: Hopkins, Jessica

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	PT Instructional Specialist	5	E	1	0	Male	0	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
	Project Coordinator 2 - Temp Appt	5	H	2	1	Male	2	1	0	0	0	0	0	1	0
						Female	0	0	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
	Administrative & Technology Specialist	5	H	1	0	Male	0	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
	PT Credit Instructor Science Administration	2	H - K	23	2	Male	12	11	0	0	0	0	0	1	0
						Female	10	10	0	0	0	0	0	0	0
						Non-binary	1	0	1	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
	Project Coordinator	5	I	1	0	Male	0	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
	Project Coordinator - Lead	5	I	1	0	Male	0	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: Science

Manager Name: Hopkins, Jessica

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	PT Project Coordinator	5	I	1	0	Male	1	1	0	0	0	0	0	0	0
Female						0	0	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Faculty Instructor Science Administration	2	L	20	0	Male	9	9	0	0	0	0	0	0	0
Female						11	11	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Dean of Science	1	L	1	0	Male	0	0	0	0	0	0	0	0	0
Female						1	1	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
Totals				51	3	Male	24	22	0	0	0	0	0	2	0
					5.88	%	47.06	43.14	0.00	0.00	0.00	0.00	0.00	3.92	0.00
						Female	26	26	0	0	0	0	0	0	0
						%	50.98	50.98	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Non-binary	1	0	1	0	0	0	0	0	0
						%	1.96	0.00	1.96	0.00	0.00	0.00	0.00	0.00	0.00
						Unknown	0	0	0	0	0	0	0	0	0
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: Social Science

Manager Name: Martinez, Philip

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	Administrative Coordinator	5	G	1	0	Male	0	0	0	0	0	0	0	0	0
Female						1	1	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	PT Credit Instructor Social Science Administration	2	H - K	19	4	Male	2	1	0	0	0	0	0	1	0
Female						17	14	0	0	0	1	0	2	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Project Coordinator - Lead	5	I	1	0	Male	0	0	0	0	0	0	0	0	0
Female						1	1	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Dean of Social Sciences	1	L	1	1	Male	1	0	0	0	0	1	0	0	0
Female						0	0	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: Social Science

Manager Name: Martinez, Philip

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races			
				Employees	Minorities									Unknown	Unknown		
	Faculty Instructor Social Science Administration	2	L	17	5	Male	8	5	0	1	1	0	0	0	1		
								Female	9	6	0	2	0	0	0	1	0
								Non-binary	0	0	0	0	0	0	0	0	0
								Unknown	0	0	0	0	0	0	0	0	0
Totals				39	10	Male	11	6	0	1	1	1	0	1	1		
					25.64	%	28.21	15.38	0.00	2.56	2.56	2.56	0.00	2.56	2.56		
						Female	28	22	0	2	0	1	0	3	0		
						%	71.79	56.41	0.00	5.13	0.00	2.56	0.00	7.69	0.00		
						Non-binary	0	0	0	0	0	0	0	0	0		
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
						Unknown	0	0	0	0	0	0	0	0	0		
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Department: Specialized Support Services

Manager Name: Chin, Justin

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races			
				Employees	Minorities									Unknown	Unknown		
	PT Developmental Disabilities Specialist 1	5	D - F	8	1	Male	1	1	0	0	0	0	0	0	0		
								Female	7	6	0	0	1	0	0	0	0
								Non-binary	0	0	0	0	0	0	0	0	0
								Unknown	0	0	0	0	0	0	0	0	0
	Developmental Disabilities Specialist 1 - Lead	1	F	1	0	Male	0	0	0	0	0	0	0	0	0		
								Female	1	1	0	0	0	0	0	0	0
								Non-binary	0	0	0	0	0	0	0	0	0
								Unknown	0	0	0	0	0	0	0	0	0

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: Specialized Support Services

Manager Name: Chin, Justin

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown		
				Employees	Minorities												
	Developmental Disabilities Specialist 1- Lead	5	F	1	0	Male	1	1	0	0	0	0	0	0	0	0	
						Female	0	0	0	0	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0	0	0
	Developmental Disabilities Specialist 2	5	F	1	0	Male	0	0	0	0	0	0	0	0	0	0	
						Female	1	1	0	0	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0	0	0
	Project Coordinator	5	H	1	0	Male	0	0	0	0	0	0	0	0	0	0	
						Female	1	1	0	0	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0	0	0
Totals				12	1	Male	2	2	0	0	0	0	0	0	0	0	
					8.33	%	16.67	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
						Female	10	9	0	0	1	0	0	0	0	0	
						%	83.33	75.00	0.00	0.00	8.33	0.00	0.00	0.00	0.00	0.00	
						Non-binary	0	0	0	0	0	0	0	0	0	0	
					%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
					Unknown	0	0	0	0	0	0	0	0	0	0		
					%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: Student Engagement

Manager Name: Yeh, Carl

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	Project Specialist 2	5	F	1	1	Male	0	0	0	0	0	0	0	0	0
						Female	1	0	0	0	1	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
	Project Specialist 2 - Bilingual	5	H	1	1	Male	1	0	1	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
	Project Coordinator	5	I	2	0	Male	1	1	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
	Director of Student Life & Leadership	1	I	1	0	Male	0	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
	Project Coordinator - Lead	5	I	1	1	Male	0	0	0	0	0	0	0	0	0
						Female	1	0	0	0	0	1	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
	PT Credit Instructor Multicultural Center	2	K	1	1	Male	1	0	0	0	0	1	0	0	0
						Female	0	0	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: Student Engagement

Manager Name: Yeh, Carl

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	Dean of Student Engagement	1	L	1	1	Male	1	0	0	1	0	0	0	0	0
Female						0	0	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Faculty Instructor Multicultural Center	2	L	4	4	Male	3	0	1	0	1	1	0	0	0
Female						1	0	0	0	0	0	0	1	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Faculty Counselor Gender Equity Center Admin	2	L	1	0	Male	0	0	0	0	0	0	0	0	0
Female						1	1	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
Totals				13	9	Male	7	1	2	1	1	2	0	0	0
					69.23	%	53.85	7.69	15.38	7.69	7.69	15.38	0.00	0.00	0.00
						Female	6	3	0	0	1	1	0	1	0
						%	46.15	23.08	0.00	0.00	7.69	7.69	0.00	7.69	0.00
						Non-binary	0	0	0	0	0	0	0	0	0
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Unknown	0	0	0	0	0	0	0	0	0
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: TRIO

Manager Name: Graham, Andrea

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown		
				Employees	Minorities												
	PT Instructional Support Specialist	5	D	1	0	Male	0	0	0	0	0	0	0	0	0	0	
						Female	1	1	0	0	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0	0	0
	Student Advisor 1	5	E	1	0	Male	0	0	0	0	0	0	0	0	0	0	
						Female	1	1	0	0	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0	0	0
	Interim TRiO SSS Director	1	I	1	0	Male	0	0	0	0	0	0	0	0	0	0	
						Female	1	1	0	0	0	0	0	0	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0	0	0
Totals				3	0	Male	0	0	0	0	0	0	0	0	0	0	
					0.00	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
						Female	3	3	0	0	0	0	0	0	0	0	
						%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
						Non-binary	0	0	0	0	0	0	0	0	0	0	
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
						Unknown	0	0	0	0	0	0	0	0	0	0	
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: VP Academic & Student Affairs

Manager Name: Tinkham, Shelley & Joyce, Colman

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	Project Coordinator	5	H - I	3	1	Male	1	1	0	0	0	0	0	0	0
Female						2	1	0	1	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Executive Assistant to the Vice President for Student Affairs	1	I	1	0	Male	0	0	0	0	0	0	0	0	0
Female						1	1	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Project Coordinator 2 - Bilingual	5	K	1	0	Male	0	0	0	0	0	0	0	0	0
Female						1	1	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Associate Vice President for CTE & Workforce	1	L	1	0	Male	1	1	0	0	0	0	0	0	0
Female						0	0	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Associate Vice President for the College of Arts &	1	L	1	0	Male	0	0	0	0	0	0	0	0	0
Female						1	1	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Vice President of Student Affairs	1	L	1	0	Male	1	1	0	0	0	0	0	0	0
Female						0	0	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: VP Academic & Student Affairs

Manager Name: Tinkham, Shelley & Joyce, Colman

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	Vice President for Academic Affairs	1	L	1	0	Male	0	0	0	0	0	0	0	0	0
Female						1	1	0	0	0	0	0	0	0	0
Non-binary						0	0	0	0	0	0	0	0	0	0
Unknown						0	0	0	0	0	0	0	0	0	0
Totals				9	1	Male	3	3	0	0	0	0	0	0	0
					11.11	%	33.33	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Female	6	5	0	1	0	0	0	0	0
						%	66.67	55.56	0.00	11.11	0.00	0.00	0.00	0.00	0.00
						Non-binary	0	0	0	0	0	0	0	0	0
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Unknown	0	0	0	0	0	0	0	0	0
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Department: Workforce Development

Manager Name: Chin, Justin

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	PT Administrative Coordinator	5	G	1	0	Male	0	0	0	0	0	0	0	0	0
Female						1	1	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Project Coordinator - Lead	5	I	1	0	Male	0	0	0	0	0	0	0	0	0
Female						1	1	0	0	0	0	0	0	0	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 11/17/2025

Main

Department: Workforce Development

Manager Name: Chin, Justin

Incl/ Excl	Job Title	EEO Code	Salary Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
				Employees	Minorities										
	Dean of Workforce Development	1	L	1	1	Male	1	0	0	1	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0	
						Non-binary	0	0	0	0	0	0	0	0	
						Unknown	0	0	0	0	0	0	0	0	
	Faculty Counselor Workforce Development	2	L	2	2	Male	0	0	0	0	0	0	0	0	0
						Female	2	0	0	1	0	1	0	0	0
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
Totals				5	3	Male	1	0	0	1	0	0	0	0	0
					60.00	%	20.00	0.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00
						Female	4	2	0	1	0	1	0	0	0
						%	80.00	40.00	0.00	20.00	0.00	20.00	0.00	0.00	0.00
						Non-binary	0	0	0	0	0	0	0	0	0
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Unknown	0	0	0	0	0	0	0	0	0
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Utilization Analysis for Individuals with Disabilities

Analysis Data as of 11/17/2025

Main

Goal for Individuals with Disabilities: 7.00%

Job Group	Employees			Goal Set?	Underutilized #	Shortfall	
	Total #	Disabled #	%			#	>= 0.01?
10 - Senior Executives	11	1	9.09	No		0.00	No
11 - Non-Instructional Managers	47	9	19.15	No		0.00	No
12 - Instructional Managers	12	1	8.33	No		0.00	No
13 - Arts & Letter Faculty	53	7	13.21	No		0.00	No
14 - Science & Math Faculty	43	4	9.30	No		0.00	No
15 - Trade & Tech Skills Faculty	28	0	0.00	Yes	1.96	1.96	Yes
16 - Basic Skills Faculty	12	3	25.00	No		0.00	No
17 - Health & Athletic Faculty	52	4	7.69	No		0.00	No
18 - Non-Instructional Faculty	23	5	21.74	No		0.00	No
19 - Prof HR, Fin, Coord; all	86	18	20.93	No		0.00	No
21 - Para-prof;Technology &/or Adm	20	1	5.00	Yes	0.40	0.40	Yes
23 - Computer Program/Network/Help	40	7	17.50	No		0.00	No
24 - Student Srv & Instruct Support	32	4	12.50	No		0.00	No
25 - Administrative Support	64	15	23.44	No		0.00	No
26 - Craft (skilled)	10	0	0.00	Yes	0.70	0.70	Yes
27 - Operatives (semi-skilled)	4	0	0.00	Yes	0.28	0.28	Yes
28 - Service Worker	18	1	5.56	Yes	0.26	0.26	Yes
29 - Laborers (unskilled)	20	2	10.00	No		0.00	No
PT13 - PT Arts & Letter Faculty	85	5	5.88	Yes	0.95	0.95	Yes
PT14 - PT Science & Math Faculty	36	1	2.78	Yes	1.52	1.52	Yes
PT15 - PT Trade & Tech Faculty	26	0	0.00	Yes	1.82	1.82	Yes
PT16 - PT Basic Skills Faculty	33	1	3.03	Yes	1.31	1.31	Yes
PT17 - PT Health & Athletics Faculty	58	1	1.72	Yes	3.06	3.06	Yes
PT19 - PT Prof HR, Fin, Coord; all	3	0	0.00	Yes	0.21	0.21	Yes
PT21 - PT Para-prof;Tech &/or Admin	7	0	0.00	Yes	0.49	0.49	Yes
PT23 - PT Computer Program/Network/He	5	0	0.00	Yes	0.35	0.35	Yes
PT24 - PT Student Srv & Instr Support	72	4	5.56	Yes	1.04	1.04	Yes
PT25 - PT Administrative Support	28	1	3.57	Yes	0.96	0.96	Yes
PT26 - PT Craft worker (skilled)	1	0	0.00	Yes	0.07	0.07	Yes

Utilization Analysis for Individuals with Disabilities

Analysis Data as of 11/17/2025

Main

Goal for Individuals with Disabilities: 7.00%

Job Group	Employees			Goal Set?	Underutilized #	Shortfall	
	Total #	Disabled #	%			#	>= 0.01?
PT27 - PT Operative (semi-skilled)	2	0	0.00	Yes	0.14	0.14	Yes
PT28 - PT Service Worker	14	1	7.14	No		0.00	No
PT29 - PT Laborer (unskilled)	14	0	0.00	Yes	0.98	0.98	Yes
Total	959	96	10.01				

Utilization Analysis for Protected Veterans

Analysis Data as of 11/17/2025

Main

Benchmark for Veterans: 5.10%
 Plan Representation for Veterans: 4.07%

Total Employees in Plan: 959
 Total Veterans in Plan: 39

Job Group	Employees			Goal Set?	Underutilized #	Shortfall	
	Total #	Veteran #	%			#	>= 0.01?
10 - Senior Executives	11	2	18.18	No		0.00	No
11 - Non-Instructional Managers	47	4	8.51	No		0.00	No
12 - Instructional Managers	12	1	8.33	No		0.00	No
13 - Arts & Letter Faculty	53	1	1.89	Yes	1.70	1.70	Yes
14 - Science & Math Faculty	43	2	4.65	Yes	0.19	0.19	Yes
15 - Trade & Tech Skills Faculty	28	2	7.14	No		0.00	No
16 - Basic Skills Faculty	12	0	0.00	Yes	0.61	0.61	Yes
17 - Health & Athletic Faculty	52	2	3.85	Yes	0.65	0.65	Yes
18 - Non-Instructional Faculty	23	1	4.35	Yes	0.17	0.17	Yes
19 - Prof HR, Fin, Coord; all	86	4	4.65	Yes	0.39	0.39	Yes
21 - Para-prof;Technology &/or Adm	20	2	10.00	No		0.00	No
23 - Computer Program/Network/Help	40	3	7.50	No		0.00	No
24 - Student Srv & Instruct Support	32	1	3.13	Yes	0.63	0.63	Yes
25 - Administrative Support	64	0	0.00	Yes	3.26	3.26	Yes
26 - Craft (skilled)	10	0	0.00	Yes	0.51	0.51	Yes
27 - Operatives (semi-skilled)	4	0	0.00	Yes	0.20	0.20	Yes
28 - Service Worker	18	3	16.67	No		0.00	No
29 - Laborers (unskilled)	20	1	5.00	Yes	0.02	0.02	Yes
PT13 - PT Arts & Letter Faculty	85	0	0.00	Yes	4.34	4.34	Yes
PT14 - PT Science & Math Faculty	36	0	0.00	Yes	1.84	1.84	Yes
PT15 - PT Trade & Tech Faculty	26	4	15.38	No		0.00	No
PT16 - PT Basic Skills Faculty	33	0	0.00	Yes	1.68	1.68	Yes
PT17 - PT Health & Athletics Faculty	58	0	0.00	Yes	2.96	2.96	Yes
PT19 - PT Prof HR, Fin, Coord; all	3	0	0.00	Yes	0.15	0.15	Yes
PT21 - PT Para-prof;Tech &/or Admin	7	0	0.00	Yes	0.36	0.36	Yes
PT23 - PT Computer Program/Network/He	5	0	0.00	Yes	0.26	0.26	Yes

The Veteran Utilization Analysis is only for internal workforce analysis and should not be submitted for OFCCP purposes.

Utilization Analysis for Protected Veterans

Analysis Data as of 11/17/2025

Main

Benchmark for Veterans: 5.10%
 Plan Representation for Veterans: 4.07%

Total Employees in Plan: 959
 Total Veterans in Plan: 39

Job Group	Employees			Goal Set?	Underutilized #	Shortfall	
	Total #	Veteran #	%			#	>= 0.01?
PT24 - PT Student Srv & Instr Support	72	2	2.78	Yes	1.67	1.67	Yes
PT25 - PT Administrative Support	28	1	3.57	Yes	0.43	0.43	Yes
PT26 - PT Craft worker (skilled)	1	0	0.00	Yes	0.05	0.05	Yes
PT27 - PT Operative (semi-skilled)	2	0	0.00	Yes	0.10	0.10	Yes
PT28 - PT Service Worker	14	1	7.14	No		0.00	No
PT29 - PT Laborer (unskilled)	14	2	14.29	No		0.00	No
Total	959	39	4.07				