

Lane Community College

EXECUTIVE ORDER 11246

AFFIRMATIVE ACTION PROGRAM

Plan Effective Date: January 1, 2023

Plan Expiration Date: December 31, 2023

AAP Administrator: Shane Turner, AVP of Human Resources and Labor Relations

Approved by: Shane Turner, AVP of Human Resources and Labor Relations

Establishment's Name: Main

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

Lane Community College

AFFIRMATIVE ACTION PROGRAM for EXECUTIVE ORDER 11246

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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 AVP of Human Resources and Labor Relations duties for Lane Community College. One of the AVP of Human Resources and Labor Relations' 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, AVP of Human Resources and Labor Relations.

Dr. Stephanie Bulger
President
Lane Community College
January 1, 2024

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

A. Designation of Responsibilities of AVP of Human Resources and Labor Relations (41 CFR 60-2.17(a))

Shane Turner, the AVP of Human Resources and Labor Relations, 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 AVP of Human Resources and Labor Relations' 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 AVP of Human Resources and Labor Relations 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 AVP of Human Resources and Labor Relations 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:
 - Working with hiring managers and recruiters to determine appropriate outreach to attract qualified applicant pools;
 - Recruiting at colleges and universities with a significant percentage of minority and/or female students;
 - Publishing job advertisements in newspapers and/or magazines that target minorities and/or females;
 - Offering mentorship programs for minority and/or female employees;
 - Offering job training to minorities and/or females currently employed by the college to increase their chances of advancement;
 - Offering tuition reimbursement to employees to obtain training that will increase their chances of advancement;
 - Using recruitment companies that specifically target minorities and/or females; and
 - 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: 10 - Senior Executives

Class	Goal Placement Rate %
Minority	17.75%

Job Group: 11 - Non-Instructional Managers

Class	Goal Placement Rate %
Minority	23.39%

Job Group: 12 - Instructional Managers

Class	Goal Placement Rate %
Female	61.87%
Minority	22.51%

Job Group: 13 - Arts & Letter Faculty

Class	Goal Placement Rate %
Minority	23.23%

Job Group: 14 - Science & Math Faculty

Class	Goal Placement Rate %
Minority	18.91%

Job Group: 15 - Trade & Tech Skills Faculty

Class	Goal Placement Rate %
Female	44.23%
Minority	22.06%

Job Group: 16 - Basic Skills Faculty

Class	Goal Placement Rate %
Minority	20.77%

Job Group: 17 - Health & Athletic Faculty

Class	Goal Placement Rate %
Minority	20.77%

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

Class	Goal Placement Rate %
Minority	13.85%

Job Group: 23 - Computer Program/Network/Help

Class	Goal Placement Rate %
Minority	35.05%

Job Group: 24 - Student Srv & Instruct Support

Class	Goal Placement Rate %
Female	75.84%

Job Group: 26 - Craft (skilled)

Class	Goal Placement Rate %
Female	6.93%
Minority	23.74%

Job Group: 27 - Operatives (semi-skilled)

Class	Goal Placement Rate %
Female	19.29%
Minority	27.76%

Job Group: 28 - Service Worker

Class	Goal Placement Rate %
Minority	29.00%

Job Group: 29 - Laborers (unskilled)

Class	Goal Placement Rate %
Female	35.58%
Minority	22.52%

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

Class	Goal Placement Rate %
Minority	16.10%

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

Class	Goal Placement Rate %
Female	24.81%

Job Group: PT24 - PT Student Srv & Instr Support

Class	Goal Placement Rate %
Female	78.03%

Job Group: PT26 - PT Craft worker (skilled)

Class	Goal Placement Rate %
Minority	20.60%

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

Class	Goal Placement Rate %
Female	77.95%

Job Group: PT29 - PT Laborer (unskilled)

Class	Goal Placement Rate %
Minority	27.08%

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: 10 - Senior Executives

Class	Employees at Plan Date #	Goal Placement Rate %	Placements #	Actual Placement Rate %	Goal Attained?
Female	4	37.85%	1	33.33%	No

Job Group: 11 - Non-Instructional Managers

Class	Employees at Plan Date #	Goal Placement Rate %	Placements #	Actual Placement Rate %	Goal Attained?
Minority	5	22.80%	3	20.00%	No

Job Group: 12 - Instructional Managers

Class	Employees at Plan Date #	Goal Placement Rate %	Placements #	Actual Placement Rate %	Goal Attained?
Female	4	63.04%	1	100.00%	Yes
Minority	2	22.24%	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	32	57.88%	0	0.00%	No Opportunity
Minority	11	21.43%	0	0.00%	No Opportunity

Job Group: 14 - Science & Math Faculty

Class	Employees at Plan Date #	Goal Placement Rate %	Placements #	Actual Placement Rate %	Goal Attained?
Minority	3	17.38%	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	4	44.72%	1	16.67%	No
Minority	1	21.48%	2	33.33%	Yes

Job Group: 16 - Basic Skills Faculty

Class	Employees at Plan Date #	Goal Placement Rate %	Placements #	Actual Placement Rate %	Goal Attained?
Minority	1	22.66%	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	4	17.78%	0	0.00%	No

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

Class	Employees at Plan Date #	Goal Placement Rate %	Placements #	Actual Placement Rate %	Goal Attained?
Minority	10	19.00%	3	30.00%	Yes

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

Class	Employees at Plan Date #	Goal Placement Rate %	Placements #	Actual Placement Rate %	Goal Attained?
Female	10	62.19%	2	100.00%	Yes
Minority	4	19.43%	0	0.00%	No

Job Group: 23 - Computer Program/Network/Help

Class	Employees at Plan Date #	Goal Placement Rate %	Placements #	Actual Placement Rate %	Goal Attained?
Female	9	23.15%	1	33.33%	Yes
Minority	5	34.36%	1	33.33%	No

Job Group: 24 - Student Srv & Instruct Support

Class	Employees at Plan Date #	Goal Placement Rate %	Placements #	Actual Placement Rate %	Goal Attained?
Female	26	68.38%	6	75.00%	Yes
Minority	7	15.60%	0	0.00%	No

Job Group: 26 - Craft (skilled)

Class	Employees at Plan Date #	Goal Placement Rate %	Placements #	Actual Placement Rate %	Goal Attained?
Female	0	6.84%	0	0.00%	No Opportunity
Minority	0	22.61%	0	0.00%	No Opportunity

Job Group: 27 - Operatives (semi-skilled)

Class	Employees at Plan Date #	Goal Placement Rate %	Placements #	Actual Placement Rate %	Goal Attained?
Minority	0	18.21%	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	15	19.42%	1	9.09%	No

Job Group: PT14 - PT Science & Math Faculty

Class	Employees at Plan Date #	Goal Placement Rate %	Placements #	Actual Placement Rate %	Goal Attained?
Female	0	49.61%	0	0.00%	No
Minority	0	19.42%	0	0.00%	No

Job Group: PT15 - PT Trade & Tech Faculty

Class	Employees at Plan Date #	Goal Placement Rate %	Placements #	Actual Placement Rate %	Goal Attained?
Minority	3	0.83%	5	25.00%	Yes

Job Group: PT16 - PT Basic Skills Faculty

Class	Employees at Plan Date #	Goal Placement Rate %	Placements #	Actual Placement Rate %	Goal Attained?
Minority	0	17.60%	2	18.18%	Yes

Job Group: PT17 - PT Health & Athletics Faculty

Class	Employees at Plan Date #	Goal Placement Rate %	Placements #	Actual Placement Rate %	Goal Attained?
Minority	9	19.42%	6	16.22%	No

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

Class	Employees at Plan Date #	Goal Placement Rate %	Placements #	Actual Placement Rate %	Goal Attained?
Minority	2	9.34%	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	12.20%	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	0	29.38%	0	0.00%	No Opportunity
Minority	1	29.25%	0	0.00%	No Opportunity

Job Group: PT24 - PT Student Srv & Instr Support

Class	Employees at Plan Date #	Goal Placement Rate %	Placements #	Actual Placement Rate %	Goal Attained?
Female	32	76.66%	18	38.30%	No

Job Group: PT25 - PT Administrative Support

Class	Employees at Plan Date #	Goal Placement Rate %	Placements #	Actual Placement Rate %	Goal Attained?
Minority	6	16.02%	7	36.84%	Yes

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

Class	Employees at Plan Date #	Goal Placement Rate %	Placements #	Actual Placement Rate %	Goal Attained?
Female	0	29.17%	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	0	34.53%	2	28.57%	No

Job Group: PT29 - PT Laborer (unskilled)

Class	Employees at Plan Date #	Goal Placement Rate %	Placements #	Actual Placement Rate %	Goal Attained?
Minority	0	26.87%	0	0.00%	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:
 - Reviewing job applications and other pre-employment forms to ensure information requested is job-related;
 - Evaluating selection methods that may have a disparate impact to ensure that they are job-related and consistent with business necessity;
 - Training personnel and management staff on proper interview and selection procedures; and
 - 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:
 - 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 AVP of Human Resources and Labor Relations. During the reporting cycle, the following occurs:

1. The AVP of Human Resources and Labor Relations will discuss any problems relating to substantial disparate impact, EEO charges, etc., with management; and
2. The AVP of Human Resources and Labor Relations will report the status of the college's AAP goals and objectives to management. The AVP of Human Resources and Labor Relations 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, 2023

Plan Expiration Date: December 31, 2023

AAP Administrator: Shane Turner, AVP of Human Resources and Labor Relations

Approved by: Shane Turner, AVP of Human Resources and Labor Relations

Establishment's Name: Main

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

Lane Community College

AFFIRMATIVE ACTION PROGRAM for INDIVIDUALS WITH DISABILITIES

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- XIII. Identification of Problem Areas and Action-oriented Programs (41 CFR 60-741.35(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 company'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 company's bulletin board as well as made available electronically through our company 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 company 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 company, Shane Turner has been assigned AVP of Human Resources and Labor Relations duties for Lane Community College. One of the AVP of Human Resources and Labor Relations'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, AVP of Human Resources and Labor Relations.

Dr. Stephanie Bulger
President
Lane Community College
January 1, 2024

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 company 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 company 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 company 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 company'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 AVP of Human Resources and Labor Relations 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 company provides written or electronic notification to all current subcontractors, vendors, and suppliers and will continue to do so on an annual basis. The company 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 company'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 company 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 company'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 company'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 AVP of Human Resources and Labor Relations 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 company-sponsored educational, training, recreational, and social activities.

Lane Community College's audit system includes periodic reports provided by AVP of Human Resources and Labor Relations 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 AVP of Human Resources and Labor Relations

Shane Turner, the AVP of Human Resources and Labor Relations, has been designated to direct the activities of the affirmative action program. This person has the responsibility for ensuring the effective implementation of the company'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 company 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 company'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 company 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 company's AAP for individuals with disabilities. These responsibilities include, but are not limited to:

1. Reviewing the company'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 company's outreach and recruitment efforts. We invite applicants to voluntarily inform the company 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 company 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 company 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, 2023

Plan Expiration Date: December 31, 2023

AAP Administrator: Shane Turner, AVP of Human Resources and Labor Relations

Approved by: Shane Turner, AVP of Human Resources and Labor Relations

Establishment's Name: Main

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

Lane Community College

AFFIRMATIVE ACTION PROGRAM for PROTECTED VETERANS

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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 company'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 company's bulletin board as well as made available electronically through our company 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 company 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 company, Shane Turner has been assigned AVP of Human Resources and Labor Relations duties for Lane Community College. One of the AVP of Human Resources and Labor Relations'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, AVP of Human Resources and Labor Relations.

Dr. Stephanie Bulger
President
Lane Community College
January 1, 2024

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 company 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 company 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 company 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 company'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 AVP of Human Resources and Labor Relations 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 company provides written or electronic notification to all current subcontractors, vendors, and suppliers and will continue to do so on an annual basis. The company 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 company'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 company 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 company's affirmative action efforts, AVP of Human Resources and Labor Relations 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 company'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 AVP of Human Resources and Labor Relations 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 company-sponsored educational, training, recreational, and social activities.

Lane Community College's audit system includes periodic reports provided by the AVP of Human Resources and Labor Relations 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 AVP of Human Resources and Labor Relations:

Shane Turner, the AVP of Human Resources and Labor Relations, has been designated to direct the activities of the affirmative action program. This person has the responsibility for ensuring the effective implementation of the company'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 company 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 company'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 company 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 company's AAP for protected veterans. These responsibilities include, but are not limited to:

1. Reviewing the company'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 company's outreach and recruitment efforts. We invite applicants to voluntarily inform the company 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.

Workforce Analysis

Analysis Data as of 12/29/2023

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										
	Students First! Service Representative	5	G - H	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		
	Project Coordinator	5	H	3	0	Male	2	2	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 - Lead	5	I	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		
	Technology Analysis & Design Specialist - A	3	I	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 12/29/2023

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													
	Associate Dean of Enrollment Management/Registrar	1	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
Totals				13	2	Male	5	4	0	0	0	1	0	0	0			
					15.38	%	38.46	30.77	0.00	0.00	0.00	7.69	0.00	0.00	0.00			
						Female	8	7	0	1	0	0	0	0	0			
						%	61.54	53.85	0.00	7.69	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 12/29/2023

Main

Department: Extended Learning

Manager Name: Vandenhende, 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										
	Administrative Coordinator-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	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				1	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	1	1	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: 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	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	
	Groundskeeper/Equip ment Operator	7	D	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 12/29/2023

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	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 Maintenance Worker	7	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	
	PT Custodian	7	D - E	3	0	Male	1	1	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 Groundskeeper/Equip ment Operator	7	D - E	5	0	Male	3	3	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	
	Custodian	7	D - E	11	3	Male	5	3	0	1	0	1	0	0	0
						Female	6	5	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	
	PT 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	
						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 12/29/2023

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										
	Painter	6	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	
	Maintenance Worker	7	F	3	1	Male	3	2	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	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 & Technology Specialist	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	
	Facilities Specialist	7	F	1	1	Male	1	0	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	
	Project Coordinator	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	

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 12/29/2023

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	F	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	
	Assistant Custodial Services Manager	1	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	
	Carpenter	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	
	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	
						Non-binary	0	0	0	0	0	0	0	0	
						Unknown	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	
						Non-binary	0	0	0	0	0	0	0	0	
						Unknown	0	0	0	0	0	0	0	0	
	Lead Carpenter	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	

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 12/29/2023

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										
	Electrician	6	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
	Custodial Services Manager	1	H	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 2	5	H - I	2	0	Male	2	2	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
	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	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
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 - Lead	5	I	1	1	Male	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

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 12/29/2023

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										
	Lead Electrician	6	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 HVAC Technician	6	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
	Facility Planner 2 - Lead	5	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 Director of Facilities Management & Planning	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
	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

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 12/29/2023

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										
	Director of Facilities Management & Planning	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	6	Male	37	32	0	1	2	1	0	1	0
					11.76	%	72.55	62.75	0.00	1.96	3.92	1.96	0.00	1.96	0.00
						Female	14	13	0	0	0	1	0	0	0
						%	27.45	25.49	0.00	0.00	0.00	1.96	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: Blade, Allison

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	F - G	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	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

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 12/29/2023

Main

Department: Financial Aid

Manager Name: Blade, Allison

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	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 Financial Aid Advisor	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	G - 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	
	Financial Aid Advisor - Lead	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	
	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 12/29/2023

Main

Department: Financial Aid

Manager Name: Blade, Allison

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	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
Totals				13	2	Male	3	3	0	0	0	0	0	0	0
					15.38	%	23.08	23.08	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Female	10	8	0	0	0	1	0	1	0
						%	76.92	61.54	0.00	0.00	0.00	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

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 Custodian	7	D	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 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
						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 12/29/2023

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										
	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	
	Dean of Humanities, Florence and Cottage Grove	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				4	0	Male	2	2	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	2	2	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: Gender Equity Center
 Manager Name: Reeder, Jane

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	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		

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

Workforce Analysis

Analysis Data as of 12/29/2023

Main

Department: Gender Equity Center

Manager Name: Reeder, Jane

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 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				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

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 12/29/2023

Main

Department: Grant Coordination

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											
	Grants Director	1	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
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: 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	D	2	0	Male	1	1	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	G	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 12/29/2023

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 Credit Instructor PE - General	2	G - K	5	0	Male	1	1	0	0	0	0	0	0	0	0
						Female	4	4	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 Athletic Conditioning	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
	PT Credit Instructor Fitness Lifetime Specialist	2	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
	PT Credit Instructor Health Professions Admin	2	I	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	
	PT Credit Instructor Health	2	K	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	
	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	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 12/29/2023

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		
				Employees	Minorities									Unknown	Unknown	
	Faculty Instructor Health	2	L	2	0	Male	0	0	0	0	0	0	0	0	0	0
Female						2	2	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				19	2	Male	6	4	0	0	0	1	0	1	0	
					10.53	%	31.58	21.05	0.00	0.00	0.00	5.26	0.00	5.26	0.00	
						Female	13	13	0	0	0	0	0	0	0	
						%	68.42	68.42	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 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	
				Employees	Minorities									Unknown	Unknown
	PT Administrative Support 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	
	Medical Office Assistant	5	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 12/29/2023

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 Medical Office Assistant	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 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
	Health Clinic Director	1	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 Nurse Health Clinic Admin	2	L	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				8	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	
			Female			8	8	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	

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 12/29/2023

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 Administrative Support Specialist	5	D - E	6	1	Male	1	1	0	0	0	0	0	0	0
						Female	5	4	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	
	PT Project Specialist 1	5	E - F	3	1	Male	1	1	0	0	0	0	0	0	0
						Female	2	1	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	
	Administrative Support Specialist-Lead	5	F	1	1	Male	0	0	0	0	0	0	0	0	0
						Female	1	0	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	
	Project Specialist 2	5	F - G	4	0	Male	1	1	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 Coordinator - Lead	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 1	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	

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 12/29/2023

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 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	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				105	14	Male	28	26	0	1	1	0	0	0	0	
					13.33	%	26.67	24.76	0.00	0.95	0.95	0.00	0.00	0.00	0.00	
						Female	77	64	1	2	0	3	0	6	1	
						%	73.33	60.95	0.95	1.90	0.00	2.86	0.00	5.71	0.95	
						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: 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											
	Student Advisor 2 - Lead	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	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
	Administrative & Technology 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	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 12/29/2023

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 Credit Instructor High School Connections	2	I - J	3	0	Male	1	1	0	0	0	0	0	0	0			
Totals				5	0	Male	1	1	0	0	0	0	0	0	0			
					0.00	%	20.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
						Female	4	4	0	0	0	0	0	0	0			
						%	80.00	80.00	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: 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			
	Administrative Coordinator	5	F	1	1	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 12/29/2023

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 - Lead	5	F - G	3	0	Male	1	1	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		
	HR Analyst 2	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		
	HR Analyst 2 - 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		
	Project Coordinator 2 - 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		
	Manager of Risk & Environmental Health & Safety Programs	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		
	Title IX Coordinator	1	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		

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 12/29/2023

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										
	Human Resources Manager	1	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
	Payroll Manager	1	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
	Associate Vice President of Human Resources & Labor	1	L	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				15	2	Male	3	3	0	0	0	0	0	0	0
					13.33	%	20.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Female	12	10	0	0	0	2	0	0	0
						%	80.00	66.67	0.00	0.00	0.00	13.33	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

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 12/29/2023

Main

Department: Information Technology

Manager Name: Plott, Richard

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	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	
	PT Administrative Support Specialist	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	
	Information Technology Technician-A	3	F - H	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	
	Information Technology Technician-A-Lead	3	G - H	3	0	Male	2	2	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	
	Technology Analysis & Design Specialist-A	3	G - J	6	1	Male	5	4	0	1	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	

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 12/29/2023

Main

Department: Information Technology

Manager Name: Plott, Richard

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 Equipment Systems Technician-A	3	H - 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	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
	Technology Analysis & Design Specialist-A- Lead	3	H - J	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	0
Unknown						0	0	0	0	0	0	0	0	0	0	0	0
	Network Administration Specialist-A-Lead	3	H - J	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	0
Unknown						0	0	0	0	0	0	0	0	0	0	0	0
	Network Administration Specialist-A	3	I - J	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	0
Unknown						0	0	0	0	0	0	0	0	0	0	0	0
	PT Network Administration Specialist	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	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
	Director of Cyber Security, Infrastructure & End User Services	1	K	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 12/29/2023

Main

Department: Information Technology

Manager Name: Plott, Richard

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 Software Services	1	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
Totals				30	2	Male	23	21	0	1	0	0	0	1	0
					6.67	%	76.67	70.00	0.00	3.33	0.00	0.00	0.00	3.33	0.00
						Female	7	7	0	0	0	0	0	0	0
						%	23.33	23.33	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: Institute for Sustainable Prac

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 Facility Planner 1	6	D	1	0	Male	0	0	0	0	0	0	0	0	0
						Female	1	0	0	0	0	0	0	0	1
						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 12/29/2023

Main

Department: Institute for Sustainable Prac

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 Coordinator 2	5	H	1	0	Male	1	0	0	0	0	0	0	0	0	1
						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				2	0	Male	1	0	0	0	0	0	0	0	0	1
					0.00	%	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	50.00
						Female	1	0	0	0	0	0	0	0	0	1
						%	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	50.00
						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 12/29/2023

Main

Department: Instructional Testing Services

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	
Totals				1	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	1	1	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: International Student Program

Manager Name: Gomez Zeller, Tia

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	2	2	Male	0	0	0	0	0	0	0	0	0
Female						2	0	1	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 2	5	F	1	1	Male	0	0	0	0	0	0	0	0	0
Female						1	0	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	

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 12/29/2023

Main

Department: International Student Program

Manager Name: Gomez Zeller, Tia

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 3 - Bilingual	5	G	1	1	Male	1	0	1	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 Specialist 2 - Lead	5	H	2	1	Male	0	0	0	0	0	0	0	0	0
Female						2	1	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	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		
	Associate Director of International Student Recruitment	1	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		

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 12/29/2023

Main

Department: International Student Program

Manager Name: Gomez Zeller, Tia

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										
	International Programs 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
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
Totals				10	5	Male	2	1	1	0	0	0	0	0	0
					50.00	%	20.00	10.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00
						Female	8	4	2	2	0	0	0	0	0
						%	80.00	40.00	20.00	20.00	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: 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	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	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 12/29/2023

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 KLCC Program Host	5	E - F	4	0	Male	0	0	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	
	Lead KLCC Program Host	5	F	2	1	Male	1	0	0	0	1	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 Specialist-Lead	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	
	Public Affairs Producer/Host	1	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	
	KLCC News Director	1	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	
	Director of Membership & Outreach	1	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	

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 12/29/2023

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 Program Director	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	
	Director of Philanthropy	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	
	KLCC General Manager	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				16	1	Male	7	6	0	0	1	0	0	0	0
					6.25	%	43.75	37.50	0.00	0.00	6.25	0.00	0.00	0.00	0.00
						Female	9	9	0	0	0	0	0	0	0
						%	56.25	56.25	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 12/29/2023

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										
	Administrative & Technology 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	
	Project Coordinator	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	
	Annual Gifts Officer	1	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 2	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	
	Major Gifts Officer	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 12/29/2023

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										
	Director of the Foundation	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				7	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	7	7	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: Language- Literature & Communic

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 Credit Instructor American Indian Lang - Instru	2	G - J	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
	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

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 12/29/2023

Main

Department: Language- Literature & Communic

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 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 Composition - Instruction	2	I - K	20	4	Male	9	5	1	1	0	1	0	1	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
	PT Credit Instructor Spanish Instruction	2	J - K	4	1	Male	3	2	0	0	0	1	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 Communication - Instruction	2	K	5	3	Male	3	1	1	0	0	0	0	1	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
	PT Credit Instructor FPD - Administration	2	K	1	1	Male	0	0	0	0	0	0	0	0	0
						Female	1	0	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
	PT Credit Instructor Florence Administration	2	K	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

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 12/29/2023

Main

Department: Language- Literature & Communic

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										
	Faculty Instructor Composition - Instruction	2	L	13	3	Male	4	1	0	2	0	1	0	0	0
Female						9	9	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 Communication - Instruction	2	L	5	0	Male	2	2	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 Spanish Instruction	2	L	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		
	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		
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 12/29/2023

Main

Department: Language- Literature & Communic

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										
	Faculty Instructor French Instruction	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				57	14	Male	23	12	3	3	0	3	0	2	0
					24.56	%	40.35	21.05	5.26	5.26	0.00	5.26	0.00	3.51	0.00
						Female	34	31	1	0	0	0	0	2	0
						%	59.65	54.39	1.75	0.00	0.00	0.00	0.00	3.51	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: 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 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 Instructional Specialist	5	D	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 12/29/2023

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	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
	Library Associate	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
	Project Coordinator - 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
	Library Associate-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
	Information Technology Technician-A	3	G - 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	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 12/29/2023

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 Credit Instructor Library Administration	2	H - J	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	0
						Unknown	0	0	0	0	0	0	0	0	0	0	0	0
	Technology Analysis & Design Specialist-A	3	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	0
						Unknown	0	0	0	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	0		
						Female	3	3	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				16	3	Male	9	6	0	0	2	1	0	0	0			
					18.75	%	56.25	37.50	0.00	0.00	12.50	6.25	0.00	0.00	0.00			
						Female	7	7	0	0	0	0	0	0	0			
						%	43.75	43.75	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 12/29/2023

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	D	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	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
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

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	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 12/29/2023

Main

Department: Marketing/Public Relations

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										
	Director of Marketing & Strategic Communications	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
	Technology Analysis & Design Specialist-A	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
	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
Totals				4	0	Male	2	2	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	2	2	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

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 12/29/2023

Main

Department: Mathematics

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										
	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 Mathematics Administration	2	K	6	1	Male	3	3	0	0	0	0	0	0	0
Female						3	2	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	
	Faculty Instructor Mathematics Administration	2	L	11	1	Male	4	4	0	0	0	0	0	0	0
Female						7	6	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				18	2	Male	7	7	0	0	0	0	0	0	0
					11.11	%	38.89	38.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Female	11	9	1	0	1	0	0	0	0
						%	61.11	50.00	5.56	0.00	5.56	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 12/29/2023

Main

Department: Media Arts

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 Media Arts	2	I - K	4	0	Male	4	4	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
	Faculty Instructor - Media Arts	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
						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 Media Arts	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
						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	0	Male	6	6	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	

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 12/29/2023

Main

Department: MHWC & Addictions Program

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 Director of Counseling Services & Mental Health Wellness	1	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 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	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	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	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: Multicultural Center

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	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 12/29/2023

Main

Department: Multicultural Center

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 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
Totals				5	5	Male	3	0	1	0	1	1	0	0	0			
					100.00	%	60.00	0.00	20.00	0.00	20.00	20.00	0.00	0.00	0.00			
						Female	2	0	0	0	0	1	0	1	0			
						%	40.00	0.00	0.00	0.00	0.00	20.00	0.00	20.00	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: 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	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 Accountant	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 12/29/2023

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	G - 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
	Technology Analysis & Design Specialist-I - Lead	3	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
	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				7	0	Male	2	2	0	0	0	0	0	0	0
					0.00	%	28.57	28.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Female	5	5	0	0	0	0	0	0	0
						%	71.43	71.43	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 12/29/2023

Main

Department: Performing Arts Department

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											
	Instructional Specialist	5	F	1	1	Male	1	0	0	0	0	1	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
	Technical/Scene Shop Coordinator	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	
	PT Credit Instructor Performing Arts Administratio	2	I - K	11	1	Male	3	3	0	0	0	0	0	0	0	
						Female	8	7	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		
	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		
						Non-binary	0	0	0	0	0	0	0	0		
						Unknown	0	0	0	0	0	0	0	0		
Totals				18	3	Male	10	8	0	1	0	1	0	0	0	
					16.67	%	55.56	44.44	0.00	5.56	0.00	5.56	0.00	0.00	0.00	
						Female	8	7	0	1	0	0	0	0	0	
						%	44.44	38.89	0.00	5.56	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 12/29/2023

Main

Department: Planning and Institutional Eff

Manager Name: Plott, Richard

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	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
	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	
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: President's Office

Manager Name: Hamilton, Margaret

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										
	General Counsel	1	L	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 12/29/2023

Main

Department: President's Office

Manager Name: Hamilton, Margaret

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 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	
						Non-binary	0	0	0	0	0	0	0	0	
						Unknown	0	0	0	0	0	0	0	0	
	President	1	L	1	1	Male	0	0	0	0	0	0	0	0	0
						Female	1	0	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				3	1	Male	2	2	0	0	0	0	0	0	0
					33.33	%	66.67	66.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Female	1	0	1	0	0	0	0	0	0
						%	33.33	0.00	33.33	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: 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										
	PT Offset Press Operator	7	E	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	

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 12/29/2023

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										
	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	
Non-binary						0	0	0	0	0	0	0	0	0	
Unknown						0	0	0	0	0	0	0	0	0	
	Graphic Artist	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	
	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	
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

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 12/29/2023

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	D	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	
	PT Public Safety Officer 1	7	E - F	6	2	Male	5	3	1	0	0	0	0	1	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	
	Public Safety Officer 1 - Lead	7	E - G	3	1	Male	3	2	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	
	Public Safety Officer 1	7	F	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	
	Public Safety Officer 2	7	F	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	G	1	1	Male	1	0	1	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 12/29/2023

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										
	Administrative Coordinator - 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 Public Safety Officer 2	7	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
	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
	Director of Public Safety & Emergency Preparedness	1	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
Totals				19	5	Male	13	8	2	0	0	0	0	3	0
					26.32	%	68.42	42.11	10.53	0.00	0.00	0.00	0.00	15.79	0.00
						Female	6	6	0	0	0	0	0	0	0
						%	31.58	31.58	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 12/29/2023

Main

Department: Recruitment and Admissions

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													
	Project 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
Totals				1	1	Male	0	0	0	0	0	0	0	0	0			
					100.00	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
						Female	1	0	0	0	0	1	0	0	0			
						%	100.00	0.00	0.00	0.00	0.00	100.00	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 12/29/2023

Main

Department: Recycling - Sustainability

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										
	Facilities Specialist	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
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: 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 Custodian	7	D	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 Instructional Specialist	5	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

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 12/29/2023

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										
	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
	Science Laboratory Coordinator	5	F	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
	Science Laboratory Coordinator - Lead	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 - 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	G - 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
	PT Credit Instructor Science Administration	2	H - K	19	0	Male	11	10	0	0	0	0	0	0	1
						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

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 12/29/2023

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	10	10	0	0	0	0	0	0	0
						Female	10	10	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 Science, Math & 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
Totals				49	2	Male	26	24	0	0	0	0	0	1	1
					4.08	%	53.06	48.98	0.00	0.00	0.00	0.00	0.00	2.04	2.04
						Female	23	22	0	0	1	0	0	0	0
						%	46.94	44.90	0.00	0.00	2.04	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 12/29/2023

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											
	PT Administrative Coordinator	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	
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 Social Science Administration	2	H - K	17	2	Male	6	3	0	0	0	0	0	0	2	1
Female						11	11	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	
	PT Credit Instructor AVP for SAS - H/R Approval	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 Science Administration	2	K	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	
	Dean of Social Sciences	1	L	1	1	Male	1	0	0	0	0	1	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 12/29/2023

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	19	6	Male	8	5	0	1	1	0	0	0	1			
Totals				41	9	Male	16	9	0	1	1	1	0	2	2			
					21.95	%	39.02	21.95	0.00	2.44	2.44	2.44	0.00	4.88	4.88			
						Female	25	21	0	2	1	0	0	1	0			
						%	60.98	51.22	0.00	4.88	2.44	0.00	0.00	2.44	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: 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				
				Employees	Minorities									Unknown	Unknown			
	PT Developmental Disabilities Specialist 1	5	D	6	1	Male	1	1	0	0	0	0	0	0	0			
	Developmental Disabilities Specialist 1- Lead	5	E	2	0	Male	1	1	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 12/29/2023

Main

Department: Specialized Support Services

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	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	
	Developmental Disabilities 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	
Totals				10	1	Male	2	2	0	0	0	0	0	0	0
					10.00	%	20.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Female	8	7	0	0	1	0	0	0	0
						%	80.00	70.00	0.00	0.00	10.00	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: Student Engagement

Manager Name: Falzarano, 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										
	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		
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 12/29/2023

Main

Department: Student Engagement
 Manager Name: Falzarano, 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										
	Dean of Student Engagement	1	K	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
Totals				2	1	Male	1	0	0	1	0	0	0	0	0
					50.00	%	50.00	0.00	0.00	50.00	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: Student Success
 Manager Name: Reeder, Jane

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	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
	Administrative Specialist	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

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

Workforce Analysis

Analysis Data as of 12/29/2023

Main

Department: Student Success

Manager Name: Reeder, Jane

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				3	1	Male	1	1	0	0	0	0	0	0	0			
					33.33	%	33.33	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
						Female	2	1	0	0	1	0	0	0	0			
						%	66.67	33.33	0.00	0.00	33.33	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			

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

Workforce Analysis

Analysis Data as of 12/29/2023

Main

Department: Telecommunications

Manager Name: Rankin, Fred

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													
	Lead Telephone Console Operator	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
Totals				1	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	1	1	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: TRIO

Manager Name: Polk, Gwen

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 Office Support Specialist	5	C - D	2	1	Male	0	0	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
	PT Instructional Support Specialist	5	C - D	4	2	Male	1	0	0	0	0	0	0	1	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 12/29/2023

Main

Department: TRIO

Manager Name: Polk, Gwen

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	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 1	5	D	1	1	Male	0	0	0	0	0	0	0	0	0
						Female	1	0	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
	PT Instructional Specialist	5	D	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
	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
	Project Coordinator	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

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 12/29/2023

Main

Department: TRIO

Manager Name: Polk, Gwen

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										
	Program Director - TRiO / TRiO Stem	1	I	1	1	Male	1	0	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
Totals				12	6	Male	4	2	0	0	1	0	0	1	0
					50.00	%	33.33	16.67	0.00	0.00	8.33	0.00	0.00	8.33	0.00
						Female	8	4	1	2	0	1	0	0	0
						%	66.67	33.33	8.33	16.67	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

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 12/29/2023

Main

Department: TRIO - Stem

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	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
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

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

Workforce Analysis

Analysis Data as of 12/29/2023

Main

Department: Veterans Center

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	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
Totals				1	0	Male	1	1	0	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	0.00
						Female	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
						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: Visual Arts Department

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 - E	4	0	Male	3	3	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 Media Arts	2	H	2	1	Male	2	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 12/29/2023

Main

Department: Visual Arts Department

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 Performing Arts Administratio	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	
	PT Credit Instructor Visual Arts Instruction	2	I - K	5	1	Male	0	0	0	0	0	0	0	0	0
						Female	5	4	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 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 Visual Arts Instruction	2	L	7	0	Male	4	4	0	0	0	0	0	0	0
						Female	3	2	0	0	0	0	0	0	1
						Non-binary	0	0	0	0	0	0	0	0	0
						Unknown	0	0	0	0	0	0	0	0	0
Totals				20	2		10	9	1	0	0	0	0	0	0
					10.00	%	50.00	45.00	5.00	0.00	0.00	0.00	0.00	0.00	0.00
						Female	10	8	0	0	0	0	0	1	1
						%	50.00	40.00	0.00	0.00	0.00	0.00	0.00	5.00	5.00
						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 12/29/2023

Main

Department: VP Academic & Student Affairs

Manager Name: Jarrell, Paul

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	F	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 Coordinator	5	G - H	2	1	Male	1	1	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 2 - Bilingual	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 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	
						Non-binary	0	0	0	0	0	0	0	0	
						Unknown	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	
						Non-binary	0	0	0	0	0	0	0	0	
						Unknown	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	
						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 12/29/2023

Main

Department: VP Academic & Student Affairs

Manager Name: Jarrell, Paul

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	
									Non-binary	0	0	0	0	0	0	0	0	0
									Unknown	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

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	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
									Unknown	0	0	0	0	0	0	0	0
	Career Connected Learning Systems Navigator	1	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

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Workforce Analysis

Analysis Data as of 12/29/2023

Main

Department: Workforce Development

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	K	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
Totals				3	1	Male	1	0	0	1	0	0	0	0	0
						%	33.33	0.00	0.00	33.33	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