EXECUTIVE ORDER 11246 AFFIRMATIVE ACTION PLAN (AAP)

for

California State University Maritime Academy
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Implementation Period – November 1, 2022 – October 31, 2023

Transaction Period – November 1, 2021 – October 31, 2022

PART I: AAP FOR MINORITIES AND WOMEN

PART II: AAP FOR PROTECTED VETERANS AND INDIVIDUALS WITH DISABILITIES

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Affirmation Action Plan for
CALIFORNIA STATE UNIVERSITY MARITIME ACADEMY

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INTRODUCTION TO PARTS I AND II

BACKGROUND AND HISTORY

California State University Maritime Academy (Cal Maritime) is a specialized campus of the California State University (CSU) system serving approximately nine hundred students. Cal Maritime offers an intense four-year program leading to undergraduate degrees in Mechanical Engineering, Marine Engineering Technology, Facilities Engineering Technology, Business Administration – International Business and Logistics, Global Studies and Maritime Affairs, and Marine Transportation. Cal Maritime also offers a graduate degree program – a Master of Science in Transportation and Engineering Management.

The California State Legislature founded Cal Maritime on June 3, 1929, known then as the California Nautical School. The school's first site was in Tiburon in Marin County. In 1939 the school moved to its present site in Vallejo. The first African American and the Filipino students were graduated from the Academy in 1970, and in 1973 women were first admitted to Cal Maritime. In the mid-1970's, California State University Maritime Academy became a four-year college, and was first accredited by the Western Association of Schools and Colleges (WASC) in 1977. In 1990, the first female President was inaugurated, making her the first woman to become president of a U.S. academy. On July 1, 1995, California State University Maritime Academy became the 22nd campus of California State University (CSU) system. Currently, Cal Maritime employs approximately 325 faculty and staff.

APPLICABLE AFFIRMATIVE ACTION LAWS AND REGULATIONS

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

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

The Jobs for Veterans Act (JFVA), Public Law 107-288, effective December 1, 2003, increased the threshold for coverage under 38 U.S.C. §4212 from $25,000 to $100,000; grants VEVRAA protection to those veterans who, while serving on active duty in the Armed Forces, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985 (62 Fed. Reg. 1209); changes the definition of "recently separated veteran" to include "any veteran during the three-year period beginning on the date of

such veteran's discharge or release from active duty"; changes "Special Disabled Veterans" to "Disabled Veterans," expanding the coverage to conform to 38 U.S.C. § 4211 (3); and, following publication of the final regulations, requires contractors to post job listings with their local employment service delivery system.

PROTECTED GROUPS

Coverage under affirmative action laws and regulations applies to:

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

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

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

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

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

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

PROGRAM TERMINOLOGY

The terms, "comparison of incumbency to availability," "deficiency," and "problem area," appearing in this AAP, are terms California State University Maritime Academy is required by government regulations to use. The criteria used in relation to these terms are those specified by the government. These terms have no independent legal or factual significance whatsoever. Although California State University Maritime Academy will use the terms in total good faith in connection with its AAP, such use does not necessarily signify that the Academy agrees that these terms are properly applied to any particular factual situation and is not an admission of non-compliance with EEO laws, regulations, and objectives.

The comparison of incumbency to availability contained herein is required by Government

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

The grouping of job titles into a given job group does not suggest that California State University Maritime Academy believes the jobs so grouped are of comparable worth.

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

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

RELIANCE ON EEOC'S GUIDELINES

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

REPORTING PERIOD

This AAP is designed to cover the following reporting period,

- AAP implementation period: November 1, 2022 – October 31, 2023
- Transaction period: November 1, 2021 – October 31, 2022

STATEMENT OF PURPOSE FOR PARTS I AND II

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

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

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

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

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

These three concepts <u>are</u> the Affirmative Action Plan.

CALIFORNIA STATE UNIVERSITY MARITIME ACADEMY

PART I: AFFIRMATIVE ACTION PLAN FOR MINORITIES AND WOMEN

FOR

November 1, 2022 – October 31, 2023

PART I

AAP FOR MINORITIES AND WOMEN

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PART I: AAP FOR MINORITIES AND WOMEN

CHAPTER 1: ORGANIZATIONAL PROFILE
41 C.F.R. § 60-2.11

Workforce Analysis

California State University Maritime Academy conducted a workforce analysis to identify employees by gender and race/ethnicity in each job title. The data was collected from payroll records dated November 1, 2022.

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

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

Lines of Progression

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

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

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

CHAPTER 2: JOB GROUP ANALYSIS
41 C.F.R. § 60-2.12

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

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

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

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

It may not be possible for a smaller contractor's job groups to meet the guideline of not crossing EEO categories. While there are usually two or more job groups within each EEO-1 or EEO-6 category, for smaller contractors some or all their job groups may correspond to EEO categories.

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

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

Each job group appears on a Job Group Report with a job group name and number. The report lists each job title in the job group. For each job title, the worksheet provides the following information: EEO reporting category, job title, employee headcounts for each job title, and overall percentages by gender and race/ethnicity as of 11/01/2022.

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

CHAPTER 4: DETERMINING AVAILABILITY
41 C.F.R. § 60-2.14

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

Steps in Comparison of Incumbency to Availability

Identify Availability Factors

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

1. External Factor: The external requisite skills data comes from the 2018 Census of Population.

    A. Local labor area: A(n) “employee” Zip Code Analysis was used to identify the most precise local labor area for “California State University Maritime Academy”. The final local labor area met the following two (2) conditions: 1) it includes all counties/county sets where 5% or more of the employees resided, and 2) when summed, those counties/county sets accounted for at least 78% of the total applicants/employees within the at-issue workforce. Smaller contributing counties/county sets are removed (i.e., trimmed) unless they are necessary to reach 78%. Once trimmed, the weights for the remaining counties/county sets were proportionately increased to reach 100%.

    B. Reasonable labor area: National

See the ***Zip Code Analysis*** report for the counties included in the local labor area.

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

2. Internal Factor: The percentage of minorities or women among those promotable, transferable, and trainable within the contractor’s organization. See the ***Internal Availability Analysis*** for more detail.

Assign Internal and External Factor Weights: Weights were assigned to each factor for each job group. A combination of historical data and experience were used to determine the weights. Weights were not assigned to hide or reduce problem areas.

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

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

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

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

Once final availability estimates were made for each job group, California State University Maritime Academy compared the percentage of incumbents in each job group to their corresponding availability. A comparison was made between the percentage employed as of 11/01/2022 and that group's final availability.

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

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

California State University Maritime Academy has established an annual percentage placement goal whenever it found that minority or female representation within a job group was less than would reasonably be expected given their availability.

In each case, the goal was set at the availability figure derived for women and/or minorities, as appropriate for that job group. These goals consider the availability of basically qualified persons in the relevant labor area. They also consider anticipated employment opportunities with our organization.

Goals are not rigid and inflexible quotas which must be met, but are rather targets reasonably attainable by means of applying every good faith effort to make all aspects of the entire AAP work. It is expected that these goals will be reached primarily through recruiting and advertising to increase the pool of qualified minority and female applicants and through implementation of our action-oriented programs (see Chapter 9). Selections will occur only from among qualified applicants. Goals do not require the hiring of a person when there are no vacancies or the hiring of a person who is less likely to do well on the job ("less qualified") over a person more likely to do well on the job ("better qualified"), under valid selection procedures. Goals do not require that California State University Maritime Academy hire a specified number of minorities or women.

A goal is a guidepost against which California State University Maritime Academy, a community group, or a compliance agency can measure progress in remedying identified deficiencies in California State University Maritime Academy's workforce. By setting realistic goals, California State University Maritime Academy expects to meet the goals, assuming we conduct effective, competitive, and strategic recruitment and advertising efforts to ensure an adequate pool of qualified minority and/or female applicants.

See the ***Placement Goals*** report for each job group and the ***Goals Progress Report*** for progress made since the previous AAP.

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

As part of its efforts to ensure equal employment opportunity to all individuals, California State University Maritime Academy has designated specific responsibilities to various staff to ensure the AAP focuses on all components of the employment system. To that end, the President, the Associate Vice President for HRSRM, Diversity and Inclusion, and those designated or employed as supervisors and managers have undertaken the responsibilities described below.

President

The primary responsibility and accountability for implementing the AAP rests with the President. The President is responsible, through the Associate Vice President of HRSRM, Diversity and Inclusion, for adherence to California State University Maritime Academy's policy for equal employment opportunity and affirmative action. This role includes, but is not limited to, the following duties:

1. Designates appropriate personnel with the responsibility for overseeing, administering, implementing, and monitoring California State University Maritime Academy's AAP. Ensures that these personnel are identified in writing by name and job title;

2. Ensures that those designated personnel responsible for all AAP components are given the necessary authority and top management support and staffing to successfully implement their assigned responsibilities; and,

3. Imparts personal direction that ensures total involvement and commitment to equal employment opportunity programs through California State University Maritime Academy's AAP.

Associate Vice President for HRSRM, Diversity and Inclusion

The Associate Vice President for HRSRM, Diversity and Inclusion is responsible for overall supervision of the AAP. The Associate Vice President for HRSRM, Diversity and Inclusion ensures, through California State University Maritime Academy managers and supervisors, that all relevant policies and procedures are adhered to. Successful implementation of this program is a basis for evaluating the Associate Vice President for HRSRM, Diversity and Inclusion's effective work performance. The Associate Vice President for HRSRM, Diversity and Inclusion's responsibilities include, but are not limited to, the following:

1. Ensures that California State University Maritime Academy adheres to the stated policy of equal employment opportunity, and monitors the application of equal employment opportunity policies;

2. Ensures that the AAP is reviewed and updated annually in accordance with California State University Maritime Academy's stated policy;

3. Participates in periodic discussions with management, supervision, and all other employed personnel to ensure AAP and equal employment opportunity policies are being followed;

4. Reviews the qualifications of all employees to ensure equitable opportunity, based on job-related employment practices, is given to all for transfers and promotions;

5. Conducts periodic audits of:

   A. Training programs and hiring and promotion patterns to remove impediments to the attainment of AAP goals and objectives;

   B. Facilities to ensure they are maintained for the use and benefit of all employees and integrated both in policy and practice; and,

   C. Sponsored educational, training, recreational, and social activities to ensure that all employees are encouraged to participate and that such programs are accessible in accordance with policies on non-discrimination.

6. Ensures that all new employees receive a special orientation to California State University Maritime Academy's equal employment opportunity policy and are thoroughly informed with regard to the AAP and its objectives;

7. Periodically analyzes applicant flow to understand the demographic mix of persons applying for employment by race/ethnic origin and gender;

8. Ensures that recruitment advertising is placed in minority and female-oriented publications in support of diverse candidate pool objectives, as applicable; and,

9. Reviews all job descriptions and specifications to ensure they are free of discriminatory provisions and artificial barriers. Ensures that all requirements are job-related, that they are realistic, and that they reflect the actual work requirements of the essential job duties.

Title IX Coordinator

Duties include, but are not limited to:

1. Overseeing a comprehensive campus-wide strategic plan to reduce sexual assault in all forms.

2. Ensuring institutional accountability in effectively responding to reported concerns and complaints.

3. Serving as a central resource for all constituencies on the wide range of issues

addressed by Title IX including but not limited to sexual harassment, sexual violence, intimate partner violence, stalking.

4. Serving as the Title IX Compliance Manager for California State University Maritime Academy, assures that California State University Maritime Academy complies with the Title IX of Education Amendments of the 1972 Civil Rights Act and the Violence Against Women Act Reauthorization of 2012 (VAWA).

Discrimination, Harassment, and Retaliation Administrator

Duties include, but are not limited to:

1. Ensuring that training is provided on anti-discrimination matters, such as sexual harassment and diversity awareness issues.

2. Evaluating and investigating discrimination complaints filed by students, faculty, and staff.

Manager of Disability Services:

Duties include, but are not limited to:

1. Serving as the Americans with Disability Act (ADA) Compliance Manager for California State University Maritime Academy, assures that California State University Maritime Academy complies with the ADA Section 503 of the Rehabilitation Act of 1973 and other federal and state laws and regulations pertaining to person with disabilities.

Managers and Supervisors

In their direct day-to-day contact with California State University Maritime Academy's employees, managers and supervisors are responsible to help the Academy ensure compliance with equal employment opportunity programs and effective implementation of the AAP. Responsibilities include, but are not limited to, the following:

1. Adhere to and promote California State University Maritime Academy's equal employment opportunity and affirmative action policy;

    A. Support and assist the Associate Vice President for HRSRM, Diversity and Inclusion in developing, maintaining, and successfully implementing the AAP;

    B. Complete progress reports regarding the status of goal achievement; and,

    C. Take appropriate action to prevent harassment of employees placed through affirmative action efforts.

2. Assign employees to professionally significant jobs that may reasonably lead to greater personal growth and value, and counsel and support them with respect to what is needed for upward mobility within the employment structure;

3. Ensure that all interviews, offers of employment and/or wage commitments are consistent with California State University Maritime Academy's policy;

4. Implement the internal promotion and transfer of all employees under their supervision consistent with AAP goals and objectives; and,

5. Assist in identifying problem areas and provide needed information for establishing and meeting department affirmative action goals and objectives.

Faculty and Staff

The responsibility of faculty and staff include, but are not limited, to the following:

1. Upholding the EEO and AA policy.

2. Exhibiting conduct consistent with the EEO and AA policy.

3. Serving as speakers and/or resources for the California State University Maritime Academy campus community and other groups as requested or appropriate.

4. Reporting behavior that violates CSU or California State University Maritime Academy policy, or state or federal laws or regulations, prohibiting discrimination and/or harassment.

5. Fostering a campus of climate of tolerance, civility and respect.

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

Terminology

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

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

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

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

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

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

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

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

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

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

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

California State University Maritime Academy tailors our action-oriented programs each year to ensure they are specific to the problem identified.

Action-Oriented Program:

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

Recruitment:

1. California State University Maritime Academy will continue to place advertisements on job opportunities through local job service offices. The local job service office will be notified concurrent with the placement of a newspaper ad.

2. Due to the extensive technical education and experience required for some positions, California State University Maritime Academy will also continue to place job opportunity announcements on the academy website, and in national newspapers and other websites when appropriate.

3. California State University Maritime Academy will continue to notice all employees on the Cal Maritime portal for campus recruiting.

4. Advertisements and newsletters will always carry the Equal Employment Opportunity clause.

5. Minority and female applicants will be considered for all positions for which they are qualified.

6. California State University Maritime Academy will participate in job fairs if there are sufficient openings to warrant participation.

7. California State University Maritime Academy will continue to recruit at several colleges and universities, such as CSU Systemwide, the University of California, Solano Community College, etc. California State University Maritime Academy targets universities based in part on the high-level of diversity of its student body.

8. California State University Maritime Academy will continue to publish recruiting brochures and post job advertisements online at websites where minority and female members of the workforce are included or with a particular focus on such members.

Job Specifications/Selection Process:

1. Develop position descriptions that accurately reflect position functions and are consistent for the same position from one location to another.

2. Develop job or worker specifications that contain academic, experience, and skill requirements that do not constitute inadvertent discrimination. Develop specifications that are free from bias with regard to age, race, color, religion, national origin, disability or veteran status.

3. Approved position specifications and worker specifications will be made available to all members of management involved in the recruiting, screening, selection, and promotion process. Copies may also be made available to recruiting sources.

4. California State University Maritime Academy will continue to use only worker specifications that include job-related criteria.

5. California State University Maritime Academy will continue to carefully select and counsel all personnel involved in the recruiting, screening, selection, promotion, disciplinary, and related processes to eliminate bias in all personnel actions.

6. Job specifications will include descriptions of the anticipated or expected role of diversity, equity and inclusion knowledge and principles in the role and performance of the job.

Job Advancement:

1. Minority and female employees can be made available for participation in Career Days, Youth Motivation Programs, and related activities in the community, as desired.

2. California State University Maritime Academy will continue to post or announce job opportunities. California State University Maritime Academy's Job Posting Policy System normally requires postings of all positions up to the Senior Management level.

3. California State University Maritime Academy will continue to make use of the inventory of our current employee skills, when completed, to determine academic, skill, and experience level of individual employees.

4. Establish, whenever feasible, formal career counseling programs to include attitude Development, education, aid, job rotation, buddy system, and similar program.

5. Require supervisory personnel to submit justification when apparently qualified minority or female employees are passed over for career advancement and promotion.

6. Review seniority practices to ensure such practices are non-discriminatory and do not have discriminatory effect.

7. All employees are actively encouraged to participate in facilities and academy-sponsored social and recreational activities.

8. California State University Maritime Academy will continue to use our formal employee evaluation program. The performance appraisal is used for annual reviews for all employees.

9. Employees have access to choose from professional training courses through the CSU's online training catalog and may include them in their career development plan.

10. Tuition refund is offered to all salaried employees with at least ninety days of service who are interested in pursuing an undergraduate degree or an advance degree, with certain limitations.

11. Release time is offered to employees pursuing approved professional development, training and/or education courses when such courses benefit both an employee's development in their Cal Maritime career and increase department capabilities.

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

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

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

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

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

California State University Maritime Academy auditing and reporting system periodically measures the effectiveness of its total affirmative action program. The Associate Vice President for HRSRM, Diversity and Inclusion:

1. Monitors records of all personnel activity, including referrals, placements, transfers, promotions, terminations, and compensation, at all levels to ensure the nondiscriminatory policy is carried out;

2. Requires internal reporting on a scheduled basis as to the degree to which equal employment opportunity and organizational objectives are attained;

3. Reviews report results with all levels of management; and

4. Advises top management of program effectiveness and submit recommendations to improve unsatisfactory performance.

CALIFORNIA STATE UNIVERSITY MARITIME ACADEMY

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

FOR

NOVEMBER 1, 2022 – OCTOBER 31, 2023

PART II

AAP FOR PROTECTED VETERANS AND INDIVIDUALS WITH DISABILITIES

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

It is the policy of California State University Maritime Academy and my personal commitment that equal employment opportunity be provided in the employment and advancement for all persons regardless of race, religion, color, national origin, sex, age, sexual orientation/transgender status and status as a protected veteran or individual with a disability at all levels of employment, including the executive level.

California State University Maritime Academy does not and will not discriminate against any applicant or employee regardless of race, religion, color, national origin, sex, age, sexual orientation/transgender status and status as a protected veteran and/or individual with a disability to any position for which the applicant or employee is qualified.

In addition, California State University Maritime Academy is committed to a policy of taking affirmative action to employ and advance in employment qualified protected veteran employees. Such affirmative action shall apply to all employment practices, including, but not limited to hiring, upgrading, demotion or transfer, recruitment, recruitment advertising, layoff or termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship and on-the-job training.

Decisions related to personnel policies and practices shall be made on the basis of an individual's capacity to perform a particular job and the feasibility of any necessary job accommodation. California State University Maritime Academy will make every effort to provide reasonable accommodations to any physical and mental limitations of individuals with disabilities and to disabled veterans.

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

1. Filing a complaint;

2. Assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of the affirmative action provisions of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended (VEVRAA) or any other Federal, state or local law requiring equal opportunity for disabled veterans, recently separated veterans, active wartime or campaign badge veterans, or Armed Forces service medal veterans or Section 503 of the Rehabilitation Act of 1973, as amended (Section 503) or any other federal, state or local law requiring equal opportunity for disabled persons;

3. Opposing any act or practice made unlawful by VEVRAA or its implementing regulations or any other federal, state or local law requiring equal opportunity for disabled veterans, recently separated veterans, active wartime or campaign badge

veterans, or Armed Forces service medal veterans or section 503 or its implementing regulations or any other federal, state or local law requiring equal opportunity for disabled persons; or

4. Exercising any other right protected by VEVRAA or Section 503 or their implementing regulations.

Our obligations in this area stem from not only adherence to various state and federal regulations, but also from our commitment as an employer in this community to provide job opportunities to all persons regardless of race, religion, color, national origin, sex, age, sexual orientation/transgender status and status as a protected veteran or individual with a disability. California State University Maritime Academy's EEO policy and affirmative action obligations include the full support from myself, President Thomas A. Cropper.

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

If you have any questions regarding our equal employment opportunity, harassment policies or the complaint procedure, you may contact the Associate Vice President for HRSRM, Diversity and Inclusion. The AAP may be reviewed online at the University's website or by appointment in the Human Resources Department, located in Administration 25.

(Signature)

Thomas A. Cropper
President
California State University Maritime Academy

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

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

1. California State University Maritime Academy conducts periodic reviews of its employment processes to ensure thorough and systematic consideration of the job qualifications of 1) known protected veteran applicants and employees; and 2) applicants and employees with disabilities for job vacancies filled either by external hiring or internal promotions/transfers, as well as for all training opportunities available. In order to determine whether an individual is qualified for a particular job, a close examination of the content of the job is made, as well as a review of the job qualifications of known protected veterans and individuals with disabilities, both applicants and employees. In determining the qualifications of a protected veteran, consideration is given only to that portion of the military record, including discharge papers, relevant to the job qualifications for which the veteran is being considered.

2. The academy ensures that its personnel processes do not stereotype individuals with disabilities or protected veterans in a manner which limits their access to jobs for which they are qualified.

3. The academy ensures that applicants and employees with disabilities have equal access to its personnel processes, including those implemented through information and communication technologies.

4. The academy provides reasonable accommodations, unless such accommodations will cause undue hardship to the academy, to applicants and employees with disabilities to ensure that equal employment opportunity are extended in the operation of its personnel processes.

5. The academy ensures that information and communications systems are accessible to all employees and applicants with disabilities even in the absence of a specific request for accommodation.

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

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

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

Schedule for Review:

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

2. Prior to initializing a recruitment, position descriptions for staff and management positions are reviewed and approved by Human Resources to ensure that the job summary, essential functions, qualifications, and physical and mental working conditions of a position are necessary and accurate. For faculty, the review and approval process is conducted through the Department Chair, Dean, Provost, and the Associate Vice President, HRSRM, Diversity and Inclusion.

CHAPTER D: REASONABLE ACCOMMODATION TO PHYSICAL AND MENTAL LIMITATIONS
41 C.F.R §§ 60-300.44(d); 60-741.44(d)

California State University Maritime Academy will make every effort to provide reasonable accommodations to physical and mental limitations of applicants and employees with disabilities or who are disabled veterans unless accommodations would impose an undue hardship on the Academy's operation of business.

Reasonable accommodations are implemented in the academy's electronic and/or online application systems. The Academy ensures that qualified applicants and employees with disabilities, who are unable to fully utilize the system, are provided equal opportunities to apply and be considered for all jobs. California State University Maritime Academy will confidentially review potential performance barriers of employees with known disabilities to determine whether a reasonable accommodation is needed when: 1) the employee is having significant difficulty with job performance, and 2) it is reasonable to conclude that the problem is related to the known disability.

Employees may contact the following Human Resources team member at any time to formally request a reasonable accommodation:

Name: Kristen Bautista
Title: Benefit, Risk Management and Disability Programs Analyst
Phone: 707-654-1146
Email: kbautista@csum.edu

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

California State University Maritime Academy does not permit discrimination, retaliation or harassment on the basis of race, religious, creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, sex, gender, gender identity, gender expression, age, sexual orientation, or military and veteran status.

California State University Maritime Academy has developed and implemented a set of procedures to ensure that its employees who are disabled or other veterans are not harassed due to those conditions. See https://calstate.policystat.com/policy/12891658/latest/ to review the CSU's anti-harassment policy which includes a section prohibiting harassment of individuals with disabilities or veterans.

CHAPTER F: EXTERNAL DISSEMINATION OF POLICY, OUTREACH AND POSITIVE RECRUITMENT
41 C.F.R. §§ 60-300.44(f); 60-741.44(f)

Based upon the Academy's review of its personnel policies as described in Chapter B, the following activities will be implemented or continued to further enhance our affirmative action efforts:

1) Initiate and maintain communication with organizations having special interests in the recruitment of and job accommodations for protected veterans and individuals with disabilities.

2) Provide information emphasizing job opportunities for protected veterans and individuals with disabilities to all local educational institutions, public and private.

3) Inform all recruiting sources, in writing and orally, of the Academy's affirmative action policy for protected veterans and individuals with disabilities.

4) Continue to list with the State Employment Development Department (EDD) suitable job openings of three days or more. This is an on-going activity. A listing of job opportunities reported to the EDD is always kept current.

5) Send written notification of EEO policy as required by law to all subcontractors, vendors, and suppliers requesting appropriate action on their part. This includes their obligation to annually file their EEO Reporting form and VETS4212 form and, for employers with fifty or more employees and contracts of $50,000 or more, their obligation to develop a written AAP.

6) Participate in veterans "job fairs" and work study programs with Veterans' Administration rehabilitation facilities and schools which specialize in training or educating protected veterans.

7) California State University Maritime Academy will also grant leaves of absence to employees who participate in honor guards for the funeral of veterans.

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

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

1. Post California State University Maritime Academy harassment policy, which includes protection from harassment on the basis of disability.

2. Publicize California State University Maritime Academy equal employment opportunity and non-discrimination policies at new employee orientation.

3. Offer training classes to employees and managers on laws and regulations pertaining to non-discrimination in the workplace.

4. Include articles on accomplishments of disabled veterans, other veterans, and employees with disabilities in California State University Maritime Academy publications.

5. When employees are featured in employee handbooks or similar publications for employees, include disabled veterans, other veterans and employees with disabilities.

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

California State University Maritime Academy has developed and currently implements an audit and reporting system that addresses the following:

1) Measures the effectiveness of California State University Maritime Academy's overall affirmative action program and whether the Academy complies with specific obligations.

2) Indicates the need for remedial action. Any corrective actions will be the responsibility of the Associate Vice President of HRSRM, Diversity and Inclusion.

3) Measures the degree to which California State University Maritime Academy's objectives are being met.

4) Whether there are any undue hurdles for individuals with disabilities and protected veterans regarding academy sponsored educational, training, recreational, and social activities. This will also include, but not limited, to the review of the on-line and electronic application system to determine their accessibility and ensuring that procedures to request for accommodations are prominently displayed and that individuals with disabilities can readily obtain needed accommodations.

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

As part of its efforts to ensure equal employment opportunity to protected veterans and individuals with disabilities, California State University Maritime Academy has designated specific responsibilities to various staff to ensure the AAP focuses on all components of the employment system. To that end, the President, Associate Vice President of HRSRM, Diversity and Inclusion, and those designated or employed as supervisors and managers have undertaken the responsibilities described below.

President

The primary responsibility and accountability for implementing the AAP rests with the President. The President is responsible, through the Associate Vice President of HRSRM, Diversity and Inclusion, for adherence to California State University Maritime Academy's policy for equal employment opportunity and affirmative action. This role includes, but is not limited to, the following duties:

1. Designates appropriate personnel with the responsibility for overseeing, administering, implementing, and monitoring California State University Maritime Academy's AAP. Ensures that these personnel are identified in writing by name and job title;

2. Ensures that those designated personnel responsible for all AAP components are given the necessary authority and top management support and staffing to successfully implement their assigned responsibilities; and,

3. Imparts personal direction that ensures total involvement and commitment to equal employment opportunity programs through California State University Maritime Academy's AAP.

Associate Vice President for HRSRM, Diversity and Inclusion

The Associate Vice President for HRSRM, Diversity and Inclusion is responsible for overall supervision of the AAP. The Associate Vice President for HRSRM, Diversity and Inclusion ensures, through California State University Maritime Academy managers and supervisors, that all relevant policies and procedures are adhered to. Successful implementation of this program is a basis for evaluating the Associate Vice President for HRSRM, Diversity and Inclusion's effective work performance. The Associate Vice President for HRSRM, Diversity and Inclusion's responsibilities include, but are not limited to, the following:

1. Ensures that California State University Maritime Academy adheres to the stated policy of equal employment opportunity, and monitors the application of equal employment opportunity policies;

2. Ensures that the AAP is reviewed and updated annually in accordance with

California State University Maritime Academy's stated policy;

3. Participates in periodic discussions with management, supervision, and all other employed personnel to ensure AAP and equal employment opportunity policies are being followed;

4. Reviews the qualifications of all employees to ensure equitable opportunity, based on job-related employment practices, is given to all for transfers and promotions;

5. Conducts periodic audits of:

   A. Training programs and hiring and promotion patterns to remove impediments to the attainment of AAP goals and objectives;

   B. Facilities to ensure they are maintained for the use and benefit of all employees and integrated both in policy and practice; and,

   C. Sponsored educational, training, recreational, and social activities to ensure that all employees are encouraged to participate and that such programs are accessible in accordance with policies on non-discrimination.

   D. Determine whether known protected veterans and employees with disabilities have had the opportunity to participate in all Academy-sponsored educational, training, recreation, and social activities.

6. Ensures that all new employees receive a special orientation to California State University Maritime Academy's equal employment opportunity policy and are thoroughly informed with regard to the AAP and its objectives;

7. Periodically analyzes applicant flow to understand the demographic mix of persons applying for employment by race/ethnic origin and gender;

8. Ensures that recruitment advertising is placed in minority and female-oriented publications in support of diverse candidate pool objectives, as applicable; and,

9. Reviews all job descriptions and specifications to ensure they are free of discriminatory provisions and artificial barriers. Ensures that all requirements are job-related, that they are realistic, and that they reflect the actual work requirements of the essential job duties.

10. Ensure the Academy's VETS4212 form is filed annually with the Veterans' Employment and Training Service (VETS).

Title IX Coordinator

Duties include, but are not limited to:

1. Overseeing a comprehensive campus-wide strategic plan to reduce sexual assault in all forms.

2. Ensuring institutional accountability in effectively responding to reported concerns and complaints.

3. Serving as a central resource for all constituencies on the wide range of issues addressed by Title IX including but not limited to sexual harassment, sexual violence, intimate partner violence, stalking.

4. Serving as the Title IX Compliance Manager for California State University Maritime Academy, assures that California State University Maritime Academy complies with the Title IX of Education Amendments of the 1972 Civil Rights Act and the Violence Against Women Act Reauthorization of 2012 (VAWA).

Discrimination, Harassment, and Retaliation Administrator

Duties include, but are not limited to:

1. Ensuring that training is provided on anti-discrimination matters, such as sexual harassment and diversity awareness issues.

2. Evaluating and investigating discrimination complaints filed by students, faculty, and staff.

Manager of Disability Services:

Duties include, but are not limited to:

1. Serving as the Americans with Disability Act (ADA) Compliance Manager for California State University Maritime Academy, assures that California State University Maritime Academy complies with the ADA Section 503 of the Rehabilitation Act of 1973 and other federal and state laws and regulations pertaining to person with disabilities.

Managers and Supervisors

In their direct day-to-day contact with California State University Maritime Academy's employees, managers and supervisors are responsible to help the Academy ensure compliance with equal employment opportunity programs and effective implementation of the AAP. Responsibilities include, but are not limited to, the following:

1. Adhere to and promote California State University Maritime Academy's equal employment opportunity and affirmative action policy;

    A. Support and assist the Associate Vice President for HRSRM, Diversity and Inclusion in developing, maintaining, and successfully implementing the AAP;

    B. Complete progress reports regarding the status of goal achievement; and,

    C. Take appropriate action to prevent harassment of employees placed through affirmative action efforts.

2. Assign employees to professionally significant jobs that may reasonably lead to greater personal growth and value, and counsel and support them with respect to what is needed for upward mobility within the employment structure;

3. Ensure that all interviews, offers of employment and/or wage commitments are consistent with California State University Maritime Academy's policy;

4. Implement the internal promotion and transfer of all employees under their supervision consistent with AAP goals and objectives; and,

5. Assist in identifying problem areas and provide needed information for establishing and meeting department affirmative action goals and objectives.

Faculty and Staff

The responsibility of faculty and staff include, but are not limited, to the following:

6. Upholding the EEO and AA policy.

7. Exhibiting conduct consistent with the EEO and AA policy.

8. Serving as speakers and/or resources for the California State University Maritime Academy campus community and other groups as requested or appropriate.

9. Reporting behavior that violates CSU or California State University Maritime Academy policy, or state or federal laws or regulations, prohibiting discrimination and/or harassment.

10. Fostering a campus of climate of tolerance, civility and respect.

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

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

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

California State University Maritime Academy has adopted the current national percentage of veterans in the civilian labor force of 5.5% as its hiring benchmark for protected veterans. California State University Maritime Academy will update its hiring benchmark as new data is published and updated via the OFCCP's website. The 5.5% hiring benchmark is applied to each job group within California State University Maritime Academy.

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

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

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

See the ***Hiring Benchmark and Utilization Goals Analyses.***

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

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

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Workforce Analysis

Organizational Unit: Academic Support - Faculty Dev

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

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Workforce Analysis

Organizational Unit: Academic Technology

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
0420	INFORMATION TECHNOLOGY CONSULTANT -12	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3312	ADMINISTRATOR II	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
	Grand Total #	**2**	**2**	**Male #**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**100.0**	**Male %**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**2**	**0**	**0**	**1**	**1**	**0**	**0**	**0**
				Female%	**100.0**	**0.0**	**0.0**	**50.0**	**50.0**	**0.0**	**0.0**	**0.0**

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Workforce Analysis

Organizational Unit: Admissions and Outreach

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
3084	STUDENT SERVICES PROFESSIONAL III	2	2	**Male**	1	0	0	0	0	1	0	0
				Female	1	0	0	1	0	0	0	0
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
3312	ADMINISTRATOR II	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3306	ADMINISTRATOR III	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
	Grand Total #	**5**	**5**	**Male #**	**1**	**0**	**0**	**0**	**0**	**1**	**0**	**0**
	Grand Total %		**100.0**	**Male %**	**20.0**	**0.0**	**0.0**	**0.0**	**0.0**	**20.0**	**0.0**	**0.0**
				Female #	**4**	**0**	**1**	**2**	**1**	**0**	**0**	**0**
				Female%	**80.0**	**0.0**	**20.0**	**40.0**	**20.0**	**0.0**	**0.0**	**0.0**

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California State University, Maritime Academy

Snapshot Date: 11/01/2022

Workforce Analysis

Organizational Unit: Athletics

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
8181	ATHLETIC TRAINER I - AY	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	4	2	**Male**	1	1	0	0	0	0	0	0
				Female	3	1	0	2	0	0	0	0
2381	COACHING SPECIALIST - ACADEMIC YEAR	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1170	CONFIDENTIAL OFFICE SUPPORT -12 MONTH	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
0800	PUBLIC AFFAIRS/COMMUNICATION SPECIALIST -12 MONTH	1	1	**Male**	1	0	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0
2358	LECTURER - ACADEMIC YEAR	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2375	HEAD COACH - ACADEMIC YEAR	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3312	ADMINISTRATOR II	2	0	**Male**	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3306	ADMINISTRATOR III	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**13**	**4**	**Male #**	**6**	**5**	**0**	**0**	**0**	**0**	**0**	**1**
	Grand Total %		**30.8**	**Male %**	**46.2**	**38.5**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**7.7**
				Female #	**7**	**4**	**1**	**2**	**0**	**0**	**0**	**0**
				Female%	**53.8**	**30.8**	**7.7**	**15.4**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University, Maritime Academy

Snapshot Date: 11/01/2022

Workforce Analysis

Organizational Unit: Audio Visual

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
0440	EQUIPMENT SYSTEMS SPECIALIST -12	1	1	**Male**	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
0442	EQUIPMENT SYSTEMS SPECIALIST -10/12	1	1	**Male**	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**2**	**2**	**Male #**	**2**	**0**	**0**	**1**	**1**	**0**	**0**	**0**
	Grand Total %		**100.0**	**Male %**	**100.0**	**0.0**	**0.0**	**50.0**	**50.0**	**0.0**	**0.0**	**0.0**
				Female #	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University, Maritime Academy

Snapshot Date: 11/01/2022

Workforce Analysis

Organizational Unit: Budget Department

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	1	1	**Male**	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
5284	SENIOR BUDGET ANALYST	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3306	ADMINISTRATOR III	1	1	**Male**	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**3**	**2**	**Male #**	**2**	**0**	**0**	**0**	**2**	**0**	**0**	**0**
	Grand Total %		**66.7**	**Male %**	**66.7**	**0.0**	**0.0**	**0.0**	**66.7**	**0.0**	**0.0**	**0.0**
				Female #	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**33.3**	**33.3**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University, Maritime Academy

Snapshot Date: 11/01/2022

Workforce Analysis

Organizational Unit: Building Maintenance

		Total		Total								
Job Code	**Job Title**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
6223	LABORER	1	1	**Male**	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0335	CMA MAINTENANCE MECHANIC	2	2	**Male**	2	0	0	1	1	0	0	0
				Female	0	0	0	0	0	0	0	0
0344	CMA STATIONARY ENGINEER	3	1	**Male**	3	2	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0339	CMA ELECTRICIAN I	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0348	CMA CHIEF ENGINEER	1	1	**Male**	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
3312	ADMINISTRATOR II	1	1	**Male**	1	0	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**9**	**6**	**Male #**	**9**	**3**	**2**	**1**	**2**	**0**	**0**	**1**
	Grand Total %		**66.7**	**Male %**	**100.0**	**33.3**	**22.2**	**11.1**	**22.2**	**0.0**	**0.0**	**11.1**
				Female #	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University, Maritime Academy

Snapshot Date: 11/01/2022

Workforce Analysis

Organizational Unit: Career Services

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
3084	STUDENT SERVICES PROFESSIONAL III	2	1	**Male**	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
3312	ADMINISTRATOR II	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**4**	**2**	**Male #**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**50.0**	**Male %**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**4**	**2**	**0**	**1**	**1**	**0**	**0**	**0**
				Female%	**100.0**	**50.0**	**0.0**	**25.0**	**25.0**	**0.0**	**0.0**	**0.0**

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California State University, Maritime Academy

Snapshot Date: 11/01/2022

Workforce Analysis

Organizational Unit: CSU Community Programs

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

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California State University, Maritime Academy

Snapshot Date: 11/01/2022

Workforce Analysis

Organizational Unit: Culture & Communication

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2358	LECTURER - ACADEMIC YEAR	4	2	**Male**	2	1	0	1	0	0	0	0
				Female	2	1	0	0	1	0	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	6	1	**Male**	1	1	0	0	0	0	0	0
				Female	5	4	0	0	1	0	0	0
	Grand Total #	**10**	**3**	**Male #**	**3**	**2**	**0**	**1**	**0**	**0**	**0**	**0**
	Grand Total %		**30.0**	**Male %**	**30.0**	**20.0**	**0.0**	**10.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**7**	**5**	**0**	**0**	**2**	**0**	**0**	**0**
				Female%	**70.0**	**50.0**	**0.0**	**0.0**	**20.0**	**0.0**	**0.0**	**0.0**

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California State University, Maritime Academy

Snapshot Date: 11/01/2022

Workforce Analysis

Organizational Unit: Custodial

		Total			Total							
Job Code	**Job Title**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
2010	CUSTODIAN	6	4	**Male**	6	2	3	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
2015	LEAD CUSTODIAN	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3312	ADMINISTRATOR II	1	1	**Male**	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**8**	**6**	**Male #**	**7**	**2**	**4**	**0**	**1**	**0**	**0**	**0**
	Grand Total %		**75.0**	**Male %**	**87.5**	**25.0**	**50.0**	**0.0**	**12.5**	**0.0**	**0.0**	**0.0**
				Female #	**1**	**0**	**0**	**1**	**0**	**0**	**0**	**0**
				Female%	**12.5**	**0.0**	**0.0**	**12.5**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University, Maritime Academy

Snapshot Date: 11/01/2022

Workforce Analysis

Organizational Unit: Dean of Cadets

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1170	CONFIDENTIAL OFFICE SUPPORT -12 MONTH	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3086	STUDENT SERVICES PROFESSIONAL IV	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**2**	**1**	**Male #**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**50.0**	**Male %**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**2**	**1**	**0**	**1**	**0**	**0**	**0**	**0**
				Female%	**100.0**	**50.0**	**0.0**	**50.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University, Maritime Academy

Snapshot Date: 11/01/2022

Workforce Analysis

Organizational Unit: Disability Services

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

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California State University, Maritime Academy

Snapshot Date: 11/01/2022

Workforce Analysis

Organizational Unit: Discipline & Conduct

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

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California State University, Maritime Academy

Snapshot Date: 11/01/2022

Workforce Analysis

Organizational Unit: Educational Opportunity Prgm

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

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California State University, Maritime Academy

Snapshot Date: 11/01/2022

Workforce Analysis

Organizational Unit: Engineering Technology

		Total		Total								
Job Code	**Job Title**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
2358	LECTURER - ACADEMIC YEAR	4	0	**Male**	4	4	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	5	0	**Male**	5	5	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0364	MARITIME VOCATIONAL LECTURER -CRUISE -AY	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0356	CMA INSTRUCTIONAL FACULTY -CRUISE-AY	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0362	MARITIME VOCATIONAL INSTRUCTOR -CRUISE -AY	3	0	**Male**	3	3	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0358	MARITIME VOCATIONAL INSTRUCTOR IV -CRUISE-AY	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**15**	**0**	**Male #**	**15**	**15**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**0.0**	**Male %**	**100.0**	**100.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University, Maritime Academy

Snapshot Date: 11/01/2022

Workforce Analysis

Organizational Unit: Financial Aid Administration

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

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California State University, Maritime Academy

Snapshot Date: 11/01/2022

Workforce Analysis

Organizational Unit: Financial Operations

		Total		Total								
Job Code	**Job Title**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
1762	ACCOUNTANT I	2	2	**Male**	0	0	0	0	0	0	0	0
				Female	2	0	0	1	1	0	0	0
4556	ACCOUNTANT III	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
3312	ADMINISTRATOR II	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**4**	**3**	**Male #**	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**75.0**	**Male %**	**25.0**	**25.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**3**	**0**	**0**	**1**	**2**	**0**	**0**	**0**
				Female%	**75.0**	**0.0**	**0.0**	**25.0**	**50.0**	**0.0**	**0.0**	**0.0**

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California State University, Maritime Academy

Snapshot Date: 11/01/2022

Workforce Analysis

Organizational Unit: Global Studies & Mar Affairs

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2358	LECTURER - ACADEMIC YEAR	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	3	0	Male	1	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
	Grand Total #	**4**	**0**	**Male #**	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**0.0**	**Male %**	**25.0**	**25.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**3**	**3**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**75.0**	**75.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University, Maritime Academy

Snapshot Date: 11/01/2022

Workforce Analysis

Organizational Unit: Golden Bear Research Ctr

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

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California State University, Maritime Academy

Snapshot Date: 11/01/2022

Workforce Analysis

Organizational Unit: Grounds

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
0334	CMA GROUNDSKEEPER	4	2	**Male**	4	2	1	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**4**	**2**	**Male #**	**4**	**2**	**1**	**0**	**1**	**0**	**0**	**0**
	Grand Total %		**50.0**	**Male %**	**100.0**	**50.0**	**25.0**	**0.0**	**25.0**	**0.0**	**0.0**	**0.0**
				Female #	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University, Maritime Academy

Snapshot Date: 11/01/2022

Workforce Analysis

Organizational Unit: Health Center

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
8148	MEDICAL ASSISTANT	2	2	**Male**	0	0	0	0	0	0	0	0
				Female	2	0	0	1	0	0	0	1
5210	HEALTH SERVICES ASSISTANT	1	1	**Male**	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8147	HEALTH EDUCATOR	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
3073	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELATED II-AY	2	1	**Male**	0	0	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0
8166	NURSE PRACTITIONER	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3074	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELATED III-12 MONTH	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3306	ADMINISTRATOR III	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
	Grand Total #	**9**	**6**	**Male #**	**2**	**1**	**0**	**1**	**0**	**0**	**0**	**0**
	Grand Total %		**66.7**	**Male %**	**22.2**	**11.1**	**0.0**	**11.1**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**7**	**2**	**0**	**1**	**3**	**0**	**0**	**1**
				Female%	**77.8**	**22.2**	**0.0**	**11.1**	**33.3**	**0.0**	**0.0**	**11.1**

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California State University, Maritime Academy

Snapshot Date: 11/01/2022

Workforce Analysis

Organizational Unit: Housing Residential Life

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
3082	STUDENT SERVICES PROFESSIONAL II	2	1	**Male**	1	1	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
3312	ADMINISTRATOR II	1	1	**Male**	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**3**	**2**	**Male #**	**2**	**1**	**1**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**66.7**	**Male %**	**66.7**	**33.3**	**33.3**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**1**	**0**	**0**	**0**	**1**	**0**	**0**	**0**
				Female%	**33.3**	**0.0**	**0.0**	**0.0**	**33.3**	**0.0**	**0.0**	**0.0**

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California State University, Maritime Academy

Snapshot Date: 11/01/2022

Workforce Analysis

Organizational Unit: Housing: Operations & Revenue

		Total		Total								
Job Code	**Job Title**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
0420	INFORMATION TECHNOLOGY CONSULTANT -12	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3312	ADMINISTRATOR II	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3306	ADMINISTRATOR III	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**3**	**0**	**Male #**	**3**	**3**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**0.0**	**Male %**	**100.0**	**100.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University, Maritime Academy

Snapshot Date: 11/01/2022

Workforce Analysis

Organizational Unit: Human Resources

		Total			Total							
Job Code	**Job Title**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	2	2	**Male**	1	0	0	0	1	0	0	0
				Female	1	0	0	1	0	0	0	0
1176	CONFIDENTIAL ADMINISTRATIVE SUPPORT -12 MONTH	2	1	**Male**	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
3312	ADMINISTRATOR II	3	3	**Male**	0	0	0	0	0	0	0	0
				Female	3	0	0	1	2	0	0	0
3306	ADMINISTRATOR III	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**8**	**6**	**Male #**	**2**	**1**	**0**	**0**	**1**	**0**	**0**	**0**
	Grand Total %		**75.0**	**Male %**	**25.0**	**12.5**	**0.0**	**0.0**	**12.5**	**0.0**	**0.0**	**0.0**
				Female #	**6**	**1**	**0**	**3**	**2**	**0**	**0**	**0**
				Female%	**75.0**	**12.5**	**0.0**	**37.5**	**25.0**	**0.0**	**0.0**	**0.0**

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California State University, Maritime Academy

Snapshot Date: 11/01/2022

Workforce Analysis

Organizational Unit: Information Technology

		Total		Total								
Job Code	**Job Title**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
0420	INFORMATION TECHNOLOGY CONSULTANT -12	4	4	**Male**	3	0	0	0	3	0	0	0
				Female	1	0	0	0	1	0	0	0
0410	OPERATING SYSTEMS ANALYST -12	1	1	**Male**	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
0430	NETWORK ANALYST -12	1	1	**Male**	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0400	ANALYST/PROGRAMMER -12	1	1	**Male**	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
3306	ADMINISTRATOR III	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**8**	**7**	**Male #**	**6**	**0**	**0**	**1**	**5**	**0**	**0**	**0**
	Grand Total %		**87.5**	**Male %**	**75.0**	**0.0**	**0.0**	**12.5**	**62.5**	**0.0**	**0.0**	**0.0**
				Female #	**2**	**1**	**0**	**0**	**1**	**0**	**0**	**0**
				Female%	**25.0**	**12.5**	**0.0**	**0.0**	**12.5**	**0.0**	**0.0**	**0.0**

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California State University, Maritime Academy

Snapshot Date: 11/01/2022

Workforce Analysis

Organizational Unit: Intl Business & Logistics

		Total		Total								
Job Code	**Job Title**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
2358	LECTURER - ACADEMIC YEAR	2	0	**Male**	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	5	1	**Male**	3	3	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0
	Grand Total #	**7**	**1**	**Male #**	**5**	**5**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**14.3**	**Male %**	**71.4**	**71.4**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**2**	**1**	**0**	**0**	**1**	**0**	**0**	**0**
				Female%	**28.6**	**14.3**	**0.0**	**0.0**	**14.3**	**0.0**	**0.0**	**0.0**

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California State University, Maritime Academy

Snapshot Date: 11/01/2022

Workforce Analysis

Organizational Unit: Library

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2887	LIBRARY SERVICES SPECIALIST II	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2888	LIBRARY SERVICES SPECIALIST III	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2920	LIBRARIAN - 12 MONTH	4	0	**Male**	0	0	0	0	0	0	0	0
				Female	4	4	0	0	0	0	0	0
0420	INFORMATION TECHNOLOGY CONSULTANT -12	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3306	ADMINISTRATOR III	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**8**	**0**	**Male #**	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**0.0**	**Male %**	**12.5**	**12.5**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**7**	**7**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**87.5**	**87.5**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University, Maritime Academy

Snapshot Date: 11/01/2022

Workforce Analysis

Organizational Unit: Marine Transportation

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
0365	MARITIME VOCATIONAL LECTURER -NONCRUISE -AY	7	0	**Male**	5	5	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	2	0	**Male**	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2358	LECTURER - ACADEMIC YEAR	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
0364	MARITIME VOCATIONAL LECTURER -CRUISE -AY	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0356	CMA INSTRUCTIONAL FACULTY -CRUISE-AY	4	1	**Male**	3	2	1	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
0358	MARITIME VOCATIONAL INSTRUCTOR IV -CRUISE-AY	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**16**	**1**	**Male #**	**10**	**9**	**1**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**6.3**	**Male %**	**62.5**	**56.3**	**6.3**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**6**	**6**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**37.5**	**37.5**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University, Maritime Academy

Snapshot Date: 11/01/2022

Workforce Analysis

Organizational Unit: Master's Program

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

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California State University, Maritime Academy

Snapshot Date: 11/01/2022

Workforce Analysis

Organizational Unit: Mechanical Engineering

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	7	2	**Male**	7	5	0	1	1	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**7**	**2**	**Male #**	**7**	**5**	**0**	**1**	**1**	**0**	**0**	**0**
	Grand Total %		**28.6**	**Male %**	**100.0**	**71.4**	**0.0**	**14.3**	**14.3**	**0.0**	**0.0**	**0.0**
				Female #	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University, Maritime Academy

Snapshot Date: 11/01/2022

Workforce Analysis

Organizational Unit: Office of the Commandant

		Total		Total								
Job Code	**Job Title**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3086	STUDENT SERVICES PROFESSIONAL IV	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3318	ADMINISTRATOR I	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3306	ADMINISTRATOR III	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**4**	**1**	**Male #**	**3**	**3**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**25.0**	**Male %**	**75.0**	**75.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**1**	**0**	**0**	**1**	**0**	**0**	**0**	**0**
				Female%	**25.0**	**0.0**	**0.0**	**25.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University, Maritime Academy

Snapshot Date: 11/01/2022

Workforce Analysis

Organizational Unit: Office of the President

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1148	PRESIDENTIAL AIDE	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
3312	ADMINISTRATOR II	2	0	**Male**	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3306	ADMINISTRATOR III	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2977	PRESIDENT	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**5**	**1**	**Male #**	**2**	**2**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**20.0**	**Male %**	**40.0**	**40.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**3**	**2**	**1**	**0**	**0**	**0**	**0**	**0**
				Female%	**60.0**	**40.0**	**20.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University, Maritime Academy

Snapshot Date: 11/01/2022

Workforce Analysis

Organizational Unit: Plant Office

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

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California State University, Maritime Academy

Snapshot Date: 11/01/2022

Workforce Analysis

Organizational Unit: Police Services

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
8820	COMMUNITY SERVICE SPECIALIST -12 MONTH	4	3	**Male**	4	1	3	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8350	POLICE OFFICER	4	2	**Male**	3	2	0	0	1	0	0	0
				Female	1	0	0	1	0	0	0	0
8365	CORPORAL	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8354	SERGEANT	2	1	**Male**	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3306	ADMINISTRATOR III	1	1	**Male**	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**13**	**7**	**Male #**	**11**	**5**	**4**	**1**	**1**	**0**	**0**	**0**
	Grand Total %		**53.8**	**Male %**	**84.6**	**38.5**	**30.8**	**7.7**	**7.7**	**0.0**	**0.0**	**0.0**
				Female #	**2**	**1**	**0**	**1**	**0**	**0**	**0**	**0**
				Female%	**15.4**	**7.7**	**0.0**	**7.7**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University, Maritime Academy

Snapshot Date: 11/01/2022

Workforce Analysis

Organizational Unit: Provost/VP Academic Affairs

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1170	CONFIDENTIAL OFFICE SUPPORT -12 MONTH	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1
3300	ADMINISTRATOR IV	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**3**	**1**	**Male #**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**33.3**	**Male %**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**3**	**2**	**0**	**0**	**0**	**0**	**0**	**1**
				Female%	**100.0**	**66.7**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**33.3**

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California State University, Maritime Academy

Snapshot Date: 11/01/2022

Workforce Analysis

Organizational Unit: Public Relations

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
0800	PUBLIC AFFAIRS/COMMUNICATION SPECIALIST -12 MONTH	1	1	**Male**	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
3312	ADMINISTRATOR II	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
	Grand Total #	**2**	**2**	**Male #**	**1**	**0**	**0**	**0**	**1**	**0**	**0**	**0**
	Grand Total %		**100.0**	**Male %**	**50.0**	**0.0**	**0.0**	**0.0**	**50.0**	**0.0**	**0.0**	**0.0**
				Female #	**1**	**0**	**1**	**0**	**0**	**0**	**0**	**0**
				Female%	**50.0**	**0.0**	**50.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University, Maritime Academy

Snapshot Date: 11/01/2022

Workforce Analysis

Organizational Unit: Purchasing

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
4791	BUYER I	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
3312	ADMINISTRATOR II	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**2**	**1**	**Male #**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**50.0**	**Male %**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**2**	**1**	**1**	**0**	**0**	**0**	**0**	**0**
				Female%	**100.0**	**50.0**	**50.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University, Maritime Academy

Snapshot Date: 11/01/2022

Workforce Analysis

Organizational Unit: RA - CME (Extended Lrng)

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

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California State University, Maritime Academy

Snapshot Date: 11/01/2022

Workforce Analysis

Organizational Unit: Reception

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

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California State University, Maritime Academy

Snapshot Date: 11/01/2022

Workforce Analysis

Organizational Unit: Registrar's Office

		Total		Total								
Job Code	**Job Title**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
3082	STUDENT SERVICES PROFESSIONAL II	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3084	STUDENT SERVICES PROFESSIONAL III	2	0	**Male**	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3306	ADMINISTRATOR III	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
	Grand Total #	**5**	**2**	**Male #**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**40.0**	**Male %**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**5**	**3**	**1**	**1**	**0**	**0**	**0**	**0**
				Female%	**100.0**	**60.0**	**20.0**	**20.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University, Maritime Academy

Snapshot Date: 11/01/2022

Workforce Analysis

Organizational Unit: Research & Sponsored Programs

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

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California State University, Maritime Academy

Snapshot Date: 11/01/2022

Workforce Analysis

Organizational Unit: Safety & Risk Management

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

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California State University, Maritime Academy

Snapshot Date: 11/01/2022

Workforce Analysis

Organizational Unit: Sch of Engineering-Administrat

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

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California State University, Maritime Academy

Snapshot Date: 11/01/2022

Workforce Analysis

Organizational Unit: School of L&S-Administrative

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

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California State University, Maritime Academy

Snapshot Date: 11/01/2022

Workforce Analysis

Organizational Unit: School of MTLM-Administrative

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

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California State University, Maritime Academy

Snapshot Date: 11/01/2022

Workforce Analysis

Organizational Unit: Science & Mathematics

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2358	LECTURER - ACADEMIC YEAR	5	2	**Male**	2	1	1	0	0	0	0	0
				Female	3	2	0	0	1	0	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	11	3	**Male**	8	6	0	1	1	0	0	0
				Female	3	2	0	1	0	0	0	0
	Grand Total #	**16**	**5**	**Male #**	**10**	**7**	**1**	**1**	**1**	**0**	**0**	**0**
	Grand Total %		**31.3**	**Male %**	**62.5**	**43.8**	**6.3**	**6.3**	**6.3**	**0.0**	**0.0**	**0.0**
				Female #	**6**	**4**	**0**	**1**	**1**	**0**	**0**	**0**
				Female%	**37.5**	**25.0**	**0.0**	**6.3**	**6.3**	**0.0**	**0.0**	**0.0**

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California State University, Maritime Academy

Snapshot Date: 11/01/2022

Workforce Analysis

Organizational Unit: Simulators

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1617	INSTRUCTIONAL SUPPORT TECHNICIAN II	1	1	**Male**	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0420	INFORMATION TECHNOLOGY CONSULTANT -12	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**2**	**1**	**Male #**	**2**	**1**	**0**	**1**	**0**	**0**	**0**	**0**
	Grand Total %		**50.0**	**Male %**	**100.0**	**50.0**	**0.0**	**50.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University, Maritime Academy

Snapshot Date: 11/01/2022

Workforce Analysis

Organizational Unit: STCW

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

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California State University, Maritime Academy

Snapshot Date: 11/01/2022

Workforce Analysis

Organizational Unit: Student Engagement

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

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California State University, Maritime Academy

Snapshot Date: 11/01/2022

Workforce Analysis

Organizational Unit: Student Recreation Program

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1579	INSTRUCTIONAL SUPPORT ASSISTANT III	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3312	ADMINISTRATOR II	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
	Grand Total #	**2**	**1**	**Male #**	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**50.0**	**Male %**	**50.0**	**50.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**1**	**0**	**1**	**0**	**0**	**0**	**0**	**0**
				Female%	**50.0**	**0.0**	**50.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University, Maritime Academy

Snapshot Date: 11/01/2022

Workforce Analysis

Organizational Unit: Training Ship Golden Bear

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1579	INSTRUCTIONAL SUPPORT ASSISTANT III	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3312	ADMINISTRATOR II	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3306	ADMINISTRATOR III	2	0	**Male**	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**4**	**0**	**Male #**	**2**	**2**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**0.0**	**Male %**	**50.0**	**50.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**2**	**2**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**50.0**	**50.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University, Maritime Academy

Snapshot Date: 11/01/2022

Workforce Analysis

Organizational Unit: University Advancement

		Total		Total								
Job Code	**Job Title**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
1032	ADMINISTRATIVE SUPPORT ASSISTANT -12 MONTH	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	2	1	**Male**	0	0	0	0	0	0	0	0
				Female	2	1	1	0	0	0	0	0
3318	ADMINISTRATOR I	2	1	**Male**	1	0	0	0	1	0	0	0
				Female	1	1	0	0	0	0	0	0
3312	ADMINISTRATOR II	2	1	**Male**	0	0	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0
	Grand Total #	**8**	**5**	**Male #**	**1**	**0**	**0**	**0**	**1**	**0**	**0**	**0**
	Grand Total %		**62.5**	**Male %**	**12.5**	**0.0**	**0.0**	**0.0**	**12.5**	**0.0**	**0.0**	**0.0**
				Female #	**7**	**3**	**3**	**0**	**1**	**0**	**0**	**0**
				Female%	**87.5**	**37.5**	**37.5**	**0.0**	**12.5**	**0.0**	**0.0**	**0.0**

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California State University, Maritime Academy

Snapshot Date: 11/01/2022

Workforce Analysis

Organizational Unit: VP Administration & Finance

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
3300	ADMINISTRATOR IV	1	1	**Male**	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**1**	**1**	**Male #**	**1**	**0**	**0**	**0**	**1**	**0**	**0**	**0**
	Grand Total %		**100.0**	**Male %**	**100.0**	**0.0**	**0.0**	**0.0**	**100.0**	**0.0**	**0.0**	**0.0**
				Female #	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University, Maritime Academy

Snapshot Date: 11/01/2022

Workforce Analysis

Organizational Unit: VP Cadet Ldrship & Dvlpmt

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
3312	ADMINISTRATOR II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
3300	ADMINISTRATOR IV	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**2**	**1**	**Male #**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**50.0**	**Male %**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**2**	**1**	**0**	**0**	**1**	**0**	**0**	**0**
				Female%	**100.0**	**50.0**	**0.0**	**0.0**	**50.0**	**0.0**	**0.0**	**0.0**

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California State University, Maritime Academy

Snapshot Date: 11/01/2022

Workforce Analysis

Organizational Unit: Warehouse

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
0336	CMA MATERIALS & STORES SPECIALIST	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**1**	**0**	**Male #**	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**0.0**	**Male %**	**100.0**	**100.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University, Maritime Academy

Snapshot Date: 11/01/2022

Workforce Analysis

Organizational Unit: Waterfront

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
7004	EQUIPMENT TECHNICIAN I, SPECIALIZED EQUIPMENT	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7024	EQUIPMENT TECHNICIAN III, SPECIALIZED EQUIPMENT	2	2	**Male**	2	0	0	1	1	0	0	0
				Female	0	0	0	0	0	0	0	0
3312	ADMINISTRATOR II	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**4**	**2**	**Male #**	**4**	**2**	**0**	**1**	**1**	**0**	**0**	**0**
	Grand Total %		**50.0**	**Male %**	**100.0**	**50.0**	**0.0**	**25.0**	**25.0**	**0.0**	**0.0**	**0.0**
				Female #	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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California State University, Maritime Academy

Snapshot Date: 11/01/2022

Workforce Analysis Summary

	Total				Male							Female						
Organizational Unit	**EMP**	**M**	**F**	**MIN**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
Academic Support - Faculty Dev	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
Academic Technology	2	0	2	2	0	0	0	0	0	0	0	0	0	1	1	0	0	0
Admissions and Outreach	5	1	4	5	0	0	0	0	1	0	0	0	1	2	1	0	0	0
Athletics	13	6	7	4	5	0	0	0	0	0	1	4	1	2	0	0	0	0
Audio Visual	2	2	0	2	0	0	1	1	0	0	0	0	0	0	0	0	0	0
Budget Department	3	2	1	2	0	0	0	2	0	0	0	1	0	0	0	0	0	0
Building Maintenance	9	9	0	6	3	2	1	2	0	0	1	0	0	0	0	0	0	0
Career Services	4	0	4	2	0	0	0	0	0	0	0	2	0	1	1	0	0	0
CSU Community Programs	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Culture & Communication	10	3	7	3	2	0	1	0	0	0	0	5	0	0	2	0	0	0
Custodial	8	7	1	6	2	4	0	1	0	0	0	0	0	1	0	0	0	0
Dean of Cadets	2	0	2	1	0	0	0	0	0	0	0	1	0	1	0	0	0	0
Disability Services	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Discipline & Conduct	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Educational Opportunity Prgm	1	1	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Engineering Technology	15	15	0	0	15	0	0	0	0	0	0	0	0	0	0	0	0	0
Financial Aid Administration	2	1	1	1	0	0	1	0	0	0	0	1	0	0	0	0	0	0
Financial Operations	4	1	3	3	1	0	0	0	0	0	0	0	0	1	2	0	0	0
Global Studies & Mar Affairs	4	1	3	0	1	0	0	0	0	0	0	3	0	0	0	0	0	0
Golden Bear Research Ctr	2	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Grounds	4	4	0	2	2	1	0	1	0	0	0	0	0	0	0	0	0	0

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Workforce Analysis Summary

	Total				Male							Female						
Organizational Unit	**EMP**	**M**	**F**	**MIN**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
Health Center	9	2	7	6	1	0	1	0	0	0	0	2	0	1	3	0	0	1
Housing Residential Life	3	2	1	2	1	1	0	0	0	0	0	0	0	0	1	0	0	0
Housing: Operations & Revenue	3	3	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0
Human Resources	8	2	6	6	1	0	0	1	0	0	0	1	0	3	2	0	0	0
Information Technology	8	6	2	7	0	0	1	5	0	0	0	1	0	0	1	0	0	0
Intl Business & Logistics	7	5	2	1	5	0	0	0	0	0	0	1	0	0	1	0	0	0
Library	8	1	7	0	1	0	0	0	0	0	0	7	0	0	0	0	0	0
Marine Transportation	16	10	6	1	9	1	0	0	0	0	0	6	0	0	0	0	0	0
Master's Program	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Mechanical Engineering	7	7	0	2	5	0	1	1	0	0	0	0	0	0	0	0	0	0
Office of the Commandant	4	3	1	1	3	0	0	0	0	0	0	0	0	1	0	0	0	0
Office of the President	5	2	3	1	2	0	0	0	0	0	0	2	1	0	0	0	0	0
Plant Office	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Police Services	13	11	2	7	5	4	1	1	0	0	0	1	0	1	0	0	0	0
Provost/VP Academic Affairs	3	0	3	1	0	0	0	0	0	0	0	2	0	0	0	0	0	1
Public Relations	2	1	1	2	0	0	0	1	0	0	0	0	1	0	0	0	0	0
Purchasing	2	0	2	1	0	0	0	0	0	0	0	1	1	0	0	0	0	0
RA - CME (Extended Lrng)	2	0	2	2	0	0	0	0	0	0	0	0	0	0	2	0	0	0
Reception	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
Registrar's Office	5	0	5	2	0	0	0	0	0	0	0	3	1	1	0	0	0	0
Research & Sponsored Programs	2	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Workforce Analysis Summary

	Total				Male							Female						
Organizational Unit	**EMP**	**M**	**F**	**MIN**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
Safety & Risk Management	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Sch of Engineering-Administrat	2	1	1	1	0	0	0	1	0	0	0	1	0	0	0	0	0	0
School of L&S-Administrative	2	1	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0
School of MTLM-Administrative	2	1	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0
Science & Mathematics	16	10	6	5	7	1	1	1	0	0	0	4	0	1	1	0	0	0
Simulators	2	2	0	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0
STCW	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Student Engagement	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Student Recreation Program	2	1	1	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0
Training Ship Golden Bear	4	2	2	0	2	0	0	0	0	0	0	2	0	0	0	0	0	0
University Advancement	8	1	7	5	0	0	0	1	0	0	0	3	3	0	1	0	0	0
VP Administration & Finance	1	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
VP Cadet Ldrship & Dvlpmt	2	0	2	1	0	0	0	0	0	0	0	1	0	0	1	0	0	0
Warehouse	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Waterfront	4	4	0	2	2	0	1	1	0	0	0	0	0	0	0	0	0	0
Total (#)	**253**	**139**	**114**	**101**	**89**	**14**	**12**	**21**	**1**	**0**	**2**	**63**	**10**	**19**	**20**	**0**	**0**	**2**
Total (%)		**54.9**	**45.1**	**39.9**	**35.2**	**5.5**	**4.7**	**8.3**	**0.4**	**0.0**	**0.8**	**24.9**	**4.0**	**7.5**	**7.9**	**0.0**	**0.0**	**0.8**

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Job Group Analysis

Job Group: 1A - President

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
1	2977	PRESIDENT	1	1	0	1	0
		Total (#)	**1**	**1**	**0**	**1**	**0**
		Total (%)		**100.0**	**0.0**	**100.0**	**0.0**

(+) indicates this job title contains employees who are included from another facility.

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Job Group Analysis

Job Group: 1B - Executive/Administrative and Managerial

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
1	3300	ADMINISTRATOR IV	3	1	2	2	1
		Total (#)	**3**	**1**	**2**	**2**	**1**
		Total (%)		**33.3**	**66.7**	**66.7**	**33.3**

(+) indicates this job title contains employees who are included from another facility.

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Job Group Analysis

Job Group: 1C - General and Operations Managers

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
1	3318	ADMINISTRATOR I	4	2	2	3	1
1	3312	ADMINISTRATOR II	27	13	14	15	12
1	3306	ADMINISTRATOR III	21	11	10	14	7
		Total (#)	**52**	**26**	**26**	**32**	**20**
		Total (%)		**50.0**	**50.0**	**61.5**	**38.5**

(+) indicates this job title contains employees who are included from another facility.

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Job Group Analysis

Job Group: 2A - Faculty

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
5	0356	CMA INSTRUCTIONAL FACULTY -CRUISE-AY	5	4	1	4	1
5	2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	39	25	14	32	7
5	2358	LECTURER - ACADEMIC YEAR	18	10	8	14	4
5	0362	MARITIME VOCATIONAL INSTRUCTOR -CRUISE -AY	3	3	0	3	0
5	0358	MARITIME VOCATIONAL INSTRUCTOR IV -CRUISE-AY	2	2	0	2	0
5	0364	MARITIME VOCATIONAL LECTURER -CRUISE -AY	2	2	0	2	0
5	0365	MARITIME VOCATIONAL LECTURER -NONCRUISE -AY	7	5	2	7	0
		Total (#)	**76**	**51**	**25**	**64**	**12**
		Total (%)		**67.1**	**32.9**	**84.2**	**15.8**

(+) indicates this job title contains employees who are included from another facility.

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Job Group Analysis

Job Group: 3A - Business and Financial Operations

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
2	1762	ACCOUNTANT I	2	0	2	0	2
2	4556	ACCOUNTANT III	1	0	1	0	1
2	1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	19	5	14	9	10
2	4791	BUYER I	1	0	1	0	1
2	1176	CONFIDENTIAL ADMINISTRATIVE SUPPORT -12 MONTH	2	0	2	1	1
2	5284	SENIOR BUDGET ANALYST	1	0	1	1	0
		Total (#)	**26**	**5**	**21**	**11**	**15**
		Total (%)		**19.2**	**80.8**	**42.3**	**57.7**

(+) indicates this job title contains employees who are included from another facility.

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Job Group Analysis

Job Group: 3B - Community Service, Legal, Arts

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
4	2381	COACHING SPECIALIST - ACADEMIC YEAR	1	1	0	1	0
4	2375	HEAD COACH - ACADEMIC YEAR	1	1	0	1	0
4	8147	HEALTH EDUCATOR	1	0	1	0	1
4	0800	PUBLIC AFFAIRS/COMMUNICATION SPECIALIST -12 MONTH	2	2	0	0	2
4	3082	STUDENT SERVICES PROFESSIONAL II	3	1	2	1	2
4	3084	STUDENT SERVICES PROFESSIONAL III	8	1	7	5	3
4	3086	STUDENT SERVICES PROFESSIONAL IV	3	1	2	3	0
		Total (#)	**19**	**7**	**12**	**11**	**8**
		Total (%)		**36.8**	**63.2**	**57.9**	**42.1**

(+) indicates this job title contains employees who are included from another facility.

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Job Group Analysis

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

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
3	0400	ANALYST/PROGRAMMER -12	1	1	0	0	1
3	0420	INFORMATION TECHNOLOGY CONSULTANT -12	8	6	2	3	5
3	0430	NETWORK ANALYST -12	1	1	0	0	1
3	0410	OPERATING SYSTEMS ANALYST -12	1	1	0	0	1
3	3073	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELATED II-AY	2	0	2	1	1
3	3074	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELATED III-12	1	1	0	1	0
		Total (#)	**14**	**10**	**4**	**5**	**9**
		Total (%)		**71.4**	**28.6**	**35.7**	**64.3**

(+) indicates this job title contains employees who are included from another facility.

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Job Group Analysis

Job Group: 3D - Librarian, Curators, and Archivist

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
7	2920	LIBRARIAN - 12 MONTH	4	0	4	4	0
7	2887	LIBRARY SERVICES SPECIALIST II	1	0	1	1	0
7	2888	LIBRARY SERVICES SPECIALIST III	1	0	1	1	0
		Total (#)	**6**	**0**	**6**	**6**	**0**
		Total (%)		**0.0**	**100.0**	**100.0**	**0.0**

(+) indicates this job title contains employees who are included from another facility.

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Job Group Analysis

Job Group: 3E - Healthcare Practitioner & Tech

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
9	8181	ATHLETIC TRAINER I - AY	1	0	1	1	0
9	8166	NURSE PRACTITIONER	1	0	1	1	0
		Total (#)	**2**	**0**	**2**	**2**	**0**
		Total (%)		**0.0**	**100.0**	**100.0**	**0.0**

(+) indicates this job title contains employees who are included from another facility.

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Job Group Analysis

Job Group: 4A - Clerical and Secretarial

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
12	1032	ADMINISTRATIVE SUPPORT ASSISTANT -12 MONTH	2	0	2	0	2
12	1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	6	1	5	1	5
12	1170	CONFIDENTIAL OFFICE SUPPORT -12 MONTH	3	0	3	1	2
12	5210	HEALTH SERVICES ASSISTANT	1	1	0	0	1
12	1148	PRESIDENTIAL AIDE	1	0	1	0	1
		Total (#)	**13**	**2**	**11**	**2**	**11**
		Total (%)		**15.4**	**84.6**	**15.4**	**84.6**

(+) indicates this job title contains employees who are included from another facility.

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Job Group Analysis

Job Group: 5A - Other Education, Training, and Library Occupations

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
8	1579	INSTRUCTIONAL SUPPORT ASSISTANT III	2	1	1	2	0
8	1617	INSTRUCTIONAL SUPPORT TECHNICIAN II	1	1	0	0	1
		Total (#)	**3**	**2**	**1**	**2**	**1**
		Total (%)		**66.7**	**33.3**	**66.7**	**33.3**

(+) indicates this job title contains employees who are included from another facility.

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Job Group Analysis

Job Group: 6A - Skilled Crafts

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
13	0339	CMA ELECTRICIAN I	1	1	0	1	0
13	0335	CMA MAINTENANCE MECHANIC	2	2	0	0	2
13	0442	EQUIPMENT SYSTEMS SPECIALIST -10/12	1	1	0	0	1
13	0440	EQUIPMENT SYSTEMS SPECIALIST -12	1	1	0	0	1
13	7004	EQUIPMENT TECHNICIAN I, SPECIALIZED EQUIPMENT	1	1	0	1	0
13	7024	EQUIPMENT TECHNICIAN III, SPECIALIZED EQUIPMENT	2	2	0	0	2
		Total (#)	**8**	**8**	**0**	**2**	**6**
		Total (%)		**100.0**	**0.0**	**25.0**	**75.0**

(+) indicates this job title contains employees who are included from another facility.

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Job Group Analysis

Job Group: 7A - Service/Maintenance

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
10	0334	CMA GROUNDSKEEPER	4	4	0	2	2
10	8820	COMMUNITY SERVICE SPECIALIST -12 MONTH	4	4	0	1	3
10	2010	CUSTODIAN	6	6	0	2	4
10	2015	LEAD CUSTODIAN	1	0	1	0	1
		Total (#)	**15**	**14**	**1**	**5**	**10**
		Total (%)		**93.3**	**6.7**	**33.3**	**66.7**

(+) indicates this job title contains employees who are included from another facility.

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Job Group Analysis

Job Group: 7B - Protective Services

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
10	8365	CORPORAL	1	1	0	1	0
10	8350	POLICE OFFICER	4	3	1	2	2
10	8354	SERGEANT	2	2	0	1	1
		Total (#)	**7**	**6**	**1**	**4**	**3**
		Total (%)		**85.7**	**14.3**	**57.1**	**42.9**

(+) indicates this job title contains employees who are included from another facility.

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Job Group Analysis

Job Group: 7C - Service Occupations - Health Support

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
10	8148	MEDICAL ASSISTANT	2	0	2	0	2
		Total (#)	**2**	**0**	**2**	**0**	**2**
		Total (%)		**0.0**	**100.0**	**0.0**	**100.0**

(+) indicates this job title contains employees who are included from another facility.

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Job Group Analysis

Job Group: 8A - Production, Transport, Mat Mov

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
14	0348	CMA CHIEF ENGINEER	1	1	0	0	1
14	0336	CMA MATERIALS & STORES SPECIALIST	1	1	0	1	0
14	0344	CMA STATIONARY ENGINEER	3	3	0	2	1
14	6223	LABORER	1	1	0	0	1
		Total (#)	**6**	**6**	**0**	**3**	**3**
		Total (%)		**100.0**	**0.0**	**50.0**	**50.0**

(+) indicates this job title contains employees who are included from another facility.

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Job Group Analysis Summary

		Total									
Job Group	**EMP**	**M**	**F**	**MIN**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
1A - President	1	1	0	0	1	0	0	0	0	0	0
1B - Executive/Administrative and Managerial	3	1	2	1	2	0	0	1	0	0	0
1C - General and Operations Managers	52	26	26	20	32	7	2	10	0	0	1
2A - Faculty	76	51	25	12	64	2	4	6	0	0	0
3A - Business and Financial Operations	26	5	21	15	11	2	6	6	0	0	1
3B - Community Service, Legal, Arts	19	7	12	8	11	0	3	3	1	0	1
3C - Computer, Engineering, and Science	14	10	4	9	5	0	2	7	0	0	0
3D - Librarian, Curators, and Archivist	6	0	6	0	6	0	0	0	0	0	0
3E - Healthcare Practitioner & Tech	2	0	2	0	2	0	0	0	0	0	0
4A - Clerical and Secretarial	13	2	11	11	2	4	6	1	0	0	0
5A - Other Education, Training, and Library Occupations	3	2	1	1	2	0	1	0	0	0	0
6A - Skilled Crafts	8	8	0	6	2	0	3	3	0	0	0
7A - Service/Maintenance	15	14	1	10	5	7	1	2	0	0	0
7B - Protective Services	7	6	1	3	4	0	2	1	0	0	0
7C - Service Occupations - Health Support	2	0	2	2	0	0	1	0	0	0	1
8A - Production, Transport, Mat Mov	6	6	0	3	3	2	0	1	0	0	0
Total (#)	**253**	**139**	**114**	**101**	**152**	**24**	**31**	**41**	**1**	**0**	**4**
Total (%)		**54.9**	**45.1**	**39.9**	**60.1**	**9.5**	**12.3**	**16.2**	**0.4**	**0.0**	**1.6**

California State University, Maritime Academy

Snapshot Date: 11/01/2022

ZIP Code Analysis

Data Used: Employee

Included Areas:

County/County Set	Count	Weight	Cut-Off Weight
Solano, California	121	48.02	61.11
Contra Costa, California	41	16.27	20.71
Napa, California	19	7.54	9.60
Alameda, California	17	6.75	8.59
Total:	**198**	**78.57**	**100.00**

Excluded Areas:

County/County Set	Count	Weight	Cut-Off Weight
Sacramento, California	9	3.57	0.00
Sonoma, California	8	3.17	0.00
Marin, California	7	2.78	0.00
Yolo, California	7	2.78	0.00
San Mateo, California	4	1.59	0.00
San Francisco, California	4	1.59	0.00
Los Angeles, California	2	0.79	0.00
Santa Clara, California	2	0.79	0.00
Merced, California	2	0.79	0.00
San Joaquin, California	2	0.79	0.00
Plymouth, Massachusetts	1	0.40	0.00
Chittenden, Vermont	1	0.40	0.00
San Diego, California	1	0.40	0.00
San Bernardino, California	1	0.40	0.00
San Luis Obispo, California	1	0.40	0.00
Santa Cruz, California	1	0.40	0.00
Placer, California	1	0.40	0.00

California State University, Maritime Academy

Snapshot Date: 11/01/2022

ZIP Code Analysis

Data Used: Employee

Total:	**54**	**21.43**	**0.00**
Included and Excluded Total:	**252**	**100.00**	**100.00**

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Availability Analysis

Job Group: 1A - President

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
Local	30.8	33.1	20.00	6.2	6.6	See Zip Code Analysis
Reasonable	27.4	19.8	70.00	19.2	13.8	National
Internal Factors						
Feeders	66.7	33.3	10.00	6.7	3.3	Feeders
	Final Availability (%)		**100.00**	**32.0**	**23.8**	

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Availability Analysis

Job Group: 1B - Executive/Administrative and Managerial

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
Local	67.4	40.9	40.00	27.0	16.4	See Zip Code Analysis
Reasonable	64.8	28.8	40.00	25.9	11.5	National
Internal Factors						
Feeders	57.9	26.0	20.00	11.6	5.2	Feeders
	Final Availability (%)		**100.00**	**64.4**	**33.1**	

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Availability Analysis

Job Group: 1C - General and Operations Managers

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
Local	67.4	40.9	40.00	27.0	16.4	See Zip Code Analysis
Reasonable	64.8	28.8	40.00	25.9	11.5	National
Internal Factors						
Feeders	57.9	26.0	20.00	11.6	5.2	Feeders
	Final Availability (%)		**100.00**	**64.4**	**33.1**	

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Availability Analysis

Job Group: 2A - Faculty

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
Local	50.6	30.7	35.00	17.7	10.8	See Zip Code Analysis
Reasonable	49.7	29.0	35.00	17.4	10.1	National
Internal Factors						
Feeders	53.9	33.1	30.00	16.2	9.9	Feeders
	Final Availability (%)		**100.00**	**51.3**	**30.8**	

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Availability Analysis

Job Group: 3A - Business and Financial Operations

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
Local	53.4	46.7	60.00	32.0	28.0	See Zip Code Analysis
Reasonable	54.9	33.9	10.00	5.5	3.4	National
Internal Factors						
Feeders	80.8	57.7	30.00	24.2	17.3	Feeders
	Final Availability (%)		**100.00**	**61.8**	**48.7**	

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Availability Analysis

Job Group: 3B - Community Service, Legal, Arts

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
Local	71.2	54.8	60.00	42.7	32.9	See Zip Code Analysis
Reasonable	70.9	38.4	10.00	7.1	3.8	National
Internal Factors						
Feeders	80.8	57.7	30.00	24.2	17.3	Feeders
	Final Availability (%)		**100.00**	**74.0**	**54.0**	

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Availability Analysis

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

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
Local	37.5	56.4	60.00	22.5	33.9	See Zip Code Analysis
Reasonable	38.3	36.7	10.00	3.8	3.7	National
Internal Factors						
Feeders	56.2	71.8	30.00	16.9	21.5	Feeders
	Final Availability (%)		**100.00**	**43.2**	**59.1**	

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Availability Analysis

Job Group: 3D - Librarian, Curators, and Archivist

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
Local	75.2	39.9	60.00	45.1	24.0	See Zip Code Analysis
Reasonable	77.0	21.4	30.00	23.1	6.4	National
Internal Factors						
Feeders	100.0	0.0	10.00	10.0	0.0	Feeders
	Final Availability (%)		**100.00**	**78.2**	**30.4**	

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Availability Analysis

Job Group: 3E - Healthcare Practitioner & Tech

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
Local	46.1	45.7	70.00	32.3	32.0	See Zip Code Analysis
Reasonable	61.7	22.4	30.00	18.5	6.7	National
Final Availability (%)			**100.00**	**50.8**	**38.7**	

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Availability Analysis

Job Group: 4A - Clerical and Secretarial

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
Local	90.5	50.8	60.00	54.3	30.5	See Zip Code Analysis
Internal Factors						
Feeders	84.6	84.6	40.00	33.8	33.8	Feeders
	Final Availability (%)		**100.00**	**88.2**	**64.3**	

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Availability Analysis

Job Group: 5A - Other Education, Training, and Library Occupations

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
Local	85.7	54.4	60.00	51.4	32.7	See Zip Code Analysis
Internal Factors						
Feeders	33.3	33.3	40.00	13.3	13.3	Feeders
	Final Availability (%)		**100.00**	**64.7**	**46.0**	

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Availability Analysis

Job Group: 6A - Skilled Crafts

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
Local	7.4	53.4	70.00	5.2	37.4	See Zip Code Analysis
Internal Factors						
Feeders	0.0	75.0	30.00	0.0	22.5	Feeders
	Final Availability (%)		**100.00**	**5.2**	**59.9**	

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Availability Analysis

Job Group: 7A - Service/Maintenance

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
Local	46.4	74.6	60.00	27.8	44.8	See Zip Code Analysis
Internal Factors						
Feeders	6.7	66.7	40.00	2.7	26.7	Feeders
	Final Availability (%)		**100.00**	**30.5**	**71.5**	

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Availability Analysis

Job Group: 7B - Protective Services

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
Local	15.5	45.5	60.00	9.3	27.3	See Zip Code Analysis
Internal Factors						
Feeders	38.7	42.5	40.00	15.5	17.0	Feeders
	Final Availability (%)		**100.00**	**24.8**	**44.3**	

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Availability Analysis

Job Group: 7C - Service Occupations - Health Support

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
Local	86.8	63.9	100.00	86.8	63.9	See Zip Code Analysis
Final Availability (%)			**100.00**	**86.8**	**63.9**	

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Availability Analysis

Job Group: 8A - Production, Transport, Mat Mov

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
Local	16.0	48.3	60.00	9.6	29.0	See Zip Code Analysis
Internal Factors						
Feeders	0.0	75.0	40.00	0.0	30.0	Feeders
	Final Availability (%)		**100.00**	**9.6**	**59.0**	

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Internal Availability

AAP: CSUMA
Job Group: 1A - President

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
CSUMA	1B - Executive/Administra	100.00	66.7	33.3	66.7	0.0	0.0	33.3	0.0	0.0	0.0	66.7	33.3	66.7	0.0	0.0	33.3	0.0	0.0	0.0
	Total:	**100.00**										**66.7**	**33.3**	**66.7**	**0.0**	**0.0**	**33.3**	**0.0**	**0.0**	**0.0**

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Internal Availability

AAP: CSUMA

Job Group: 1B - Executive/Administrative and Managerial

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
CSUMA	2A - Faculty	40.00	32.9	15.8	84.2	2.6	5.3	7.9	0.0	0.0	0.0	13.2	6.3	33.7	1.1	2.1	3.2	0.0	0.0	0.0
CSUMA	3A - Business and Finan	12.00	80.8	57.7	42.3	7.7	23.1	23.1	0.0	0.0	3.8	9.7	6.9	5.1	0.9	2.8	2.8	0.0	0.0	0.5
CSUMA	3B - Community Service,	12.00	63.2	42.1	57.9	0.0	15.8	15.8	5.3	0.0	5.3	7.6	5.1	6.9	0.0	1.9	1.9	0.6	0.0	0.6
CSUMA	3C - Computer, Enginee	12.00	28.6	64.3	35.7	0.0	14.3	50.0	0.0	0.0	0.0	3.4	7.7	4.3	0.0	1.7	6.0	0.0	0.0	0.0
CSUMA	3D - Librarian, Curators,	12.00	100.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	12.0	0.0	12.0	0.0	0.0	0.0	0.0	0.0	0.0
CSUMA	3E - Healthcare Practition	12.00	100.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	12.0	0.0	12.0	0.0	0.0	0.0	0.0	0.0	0.0
	Total:	**100.00**										**57.9**	**26.0**	**74.0**	**2.0**	**8.5**	**13.8**	**0.6**	**0.0**	**1.1**

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Internal Availability

AAP: CSUMA

Job Group: 1C - General and Operations Managers

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
CSUMA	2A - Faculty	40.00	32.9	15.8	84.2	2.6	5.3	7.9	0.0	0.0	0.0	13.2	6.3	33.7	1.1	2.1	3.2	0.0	0.0	0.0
CSUMA	3A - Business and Finan	12.00	80.8	57.7	42.3	7.7	23.1	23.1	0.0	0.0	3.8	9.7	6.9	5.1	0.9	2.8	2.8	0.0	0.0	0.5
CSUMA	3B - Community Service,	12.00	63.2	42.1	57.9	0.0	15.8	15.8	5.3	0.0	5.3	7.6	5.1	6.9	0.0	1.9	1.9	0.6	0.0	0.6
CSUMA	3C - Computer, Enginee	12.00	28.6	64.3	35.7	0.0	14.3	50.0	0.0	0.0	0.0	3.4	7.7	4.3	0.0	1.7	6.0	0.0	0.0	0.0
CSUMA	3D - Librarian, Curators,	12.00	100.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	12.0	0.0	12.0	0.0	0.0	0.0	0.0	0.0	0.0
CSUMA	3E - Healthcare Practition	12.00	100.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	12.0	0.0	12.0	0.0	0.0	0.0	0.0	0.0	0.0
	Total:	**100.00**										**57.9**	**26.0**	**74.0**	**2.0**	**8.5**	**13.8**	**0.6**	**0.0**	**1.1**

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Internal Availability

AAP: CSUMA
Job Group: 2A - Faculty

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
CSUMA	3A - Business and Finan	10.00	80.8	57.7	42.3	7.7	23.1	23.1	0.0	0.0	3.8	8.1	5.8	4.2	0.8	2.3	2.3	0.0	0.0	0.4
CSUMA	3B - Community Service,	10.00	63.2	42.1	57.9	0.0	15.8	15.8	5.3	0.0	5.3	6.3	4.2	5.8	0.0	1.6	1.6	0.5	0.0	0.5
CSUMA	3C - Computer, Enginee	10.00	28.6	64.3	35.7	0.0	14.3	50.0	0.0	0.0	0.0	2.9	6.4	3.6	0.0	1.4	5.0	0.0	0.0	0.0
CSUMA	3D - Librarian, Curators,	10.00	100.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	10.0	0.0	10.0	0.0	0.0	0.0	0.0	0.0	0.0
CSUMA	3E - Healthcare Practition	10.00	100.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	10.0	0.0	10.0	0.0	0.0	0.0	0.0	0.0	0.0
CSUMA	5A - Other Education, Tra	50.00	33.3	33.3	66.7	0.0	33.3	0.0	0.0	0.0	0.0	16.7	16.7	33.3	0.0	16.7	0.0	0.0	0.0	0.0
	Total:	**100.00**										**53.9**	**33.1**	**66.9**	**0.8**	**22.0**	**8.9**	**0.5**	**0.0**	**0.9**

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Internal Availability

AAP: CSUMA

Job Group: 3A - Business and Financial Operations

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
CSUMA	3A - Business and Finan	100.00	80.8	57.7	42.3	7.7	23.1	23.1	0.0	0.0	3.8	80.8	57.7	42.3	7.7	23.1	23.1	0.0	0.0	3.8
	Total:	**100.00**										**80.8**	**57.7**	**42.3**	**7.7**	**23.1**	**23.1**	**0.0**	**0.0**	**3.8**

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Internal Availability

AAP: CSUMA
Job Group: 3B - Community Service, Legal, Arts

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
CSUMA	3A - Business and Finan	100.00	80.8	57.7	42.3	7.7	23.1	23.1	0.0	0.0	3.8	80.8	57.7	42.3	7.7	23.1	23.1	0.0	0.0	3.8
	Total:	**100.00**										**80.8**	**57.7**	**42.3**	**7.7**	**23.1**	**23.1**	**0.0**	**0.0**	**3.8**

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Internal Availability

AAP: CSUMA

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

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
CSUMA	3A - Business and Finan	10.00	80.8	57.7	42.3	7.7	23.1	23.1	0.0	0.0	3.8	8.1	5.8	4.2	0.8	2.3	2.3	0.0	0.0	0.4
CSUMA	3C - Computer, Enginee	50.00	28.6	64.3	35.7	0.0	14.3	50.0	0.0	0.0	0.0	14.3	32.1	17.9	0.0	7.1	25.0	0.0	0.0	0.0
CSUMA	4A - Clerical and Secreta	40.00	84.6	84.6	15.4	30.8	46.2	7.7	0.0	0.0	0.0	33.8	33.8	6.2	12.3	18.5	3.1	0.0	0.0	0.0
	Total:	**100.00**										**56.2**	**71.8**	**28.2**	**13.1**	**27.9**	**30.4**	**0.0**	**0.0**	**0.4**

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Internal Availability

AAP: CSUMA

Job Group: 3D - Librarian, Curators, and Archivist

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
CSUMA	3D - Librarian, Curators,	100.00	100.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0
	Total:	**100.00**										**100.0**	**0.0**	**100.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Internal Availability

AAP: CSUMA

Job Group: 4A - Clerical and Secretarial

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
CSUMA	4A - Clerical and Secreta	100.00	84.6	84.6	15.4	30.8	46.2	7.7	0.0	0.0	0.0	84.6	84.6	15.4	30.8	46.2	7.7	0.0	0.0	0.0
	Total:	**100.00**										**84.6**	**84.6**	**15.4**	**30.8**	**46.2**	**7.7**	**0.0**	**0.0**	**0.0**

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Internal Availability

AAP: CSUMA

Job Group: 5A - Other Education, Training, and Library Occupations

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
CSUMA	5A - Other Education, Tra	100.00	33.3	33.3	66.7	0.0	33.3	0.0	0.0	0.0	0.0	33.3	33.3	66.7	0.0	33.3	0.0	0.0	0.0	0.0
	Total:	**100.00**										**33.3**	**33.3**	**66.7**	**0.0**	**33.3**	**0.0**	**0.0**	**0.0**	**0.0**

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Internal Availability

AAP: CSUMA
Job Group: 6A - Skilled Crafts

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
CSUMA	6A - Skilled Crafts	100.00	0.0	75.0	25.0	0.0	37.5	37.5	0.0	0.0	0.0	0.0	75.0	25.0	0.0	37.5	37.5	0.0	0.0	0.0
	Total:	**100.00**										**0.0**	**75.0**	**25.0**	**0.0**	**37.5**	**37.5**	**0.0**	**0.0**	**0.0**

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Internal Availability

AAP: CSUMA
Job Group: 7A - Service/Maintenance

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
CSUMA	7A - Service/Maintenance	100.00	6.7	66.7	33.3	46.7	6.7	13.3	0.0	0.0	0.0	6.7	66.7	33.3	46.7	6.7	13.3	0.0	0.0	0.0
	Total:	**100.00**										**6.7**	**66.7**	**33.3**	**46.7**	**6.7**	**13.3**	**0.0**	**0.0**	**0.0**

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Internal Availability

AAP: CSUMA
Job Group: 7B - Protective Services

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
CSUMA	3B - Community Service,	50.00	63.2	42.1	57.9	0.0	15.8	15.8	5.3	0.0	5.3	31.6	21.1	28.9	0.0	7.9	7.9	2.6	0.0	2.6
CSUMA	7B - Protective Services	50.00	14.3	42.9	57.1	0.0	28.6	14.3	0.0	0.0	0.0	7.1	21.4	28.6	0.0	14.3	7.1	0.0	0.0	0.0
	Total:	**100.00**										**38.7**	**42.5**	**57.5**	**0.0**	**22.2**	**15.0**	**2.6**	**0.0**	**2.6**

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Internal Availability

AAP: CSUMA

Job Group: 8A - Production, Transport, Mat Mov

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
CSUMA	6A - Skilled Crafts	100.00	0.0	75.0	25.0	0.0	37.5	37.5	0.0	0.0	0.0	0.0	75.0	25.0	0.0	37.5	37.5	0.0	0.0	0.0
	Total:	**100.00**										**0.0**	**75.0**	**25.0**	**0.0**	**37.5**	**37.5**	**0.0**	**0.0**	**0.0**

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Comparison of Incumbency to Availability and Placement Goals

Job Group: 1A - President

Test: Whole Person

Total Employees: 1

	Total	
	FEMALE	**MINORITY**
Employees (#)	0	0
Employees (%)	0.0	0.0
Availability (%) Goal	32.0	23.8
Test: Whole Person	NO	NO
Addt'l Needed to Eliminate Problem Area (#)	0	0

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Comparison of Incumbency to Availability and Placement Goals

Job Group: 1B - Executive/Administrative and Managerial

Test: Whole Person

Total Employees: 3

	Total	
	FEMALE	**MINORITY**
Employees (#)	2	1
Employees (%)	66.7	33.3
Availability (%) Goal	64.4	33.1
Test: Whole Person	NO	NO
Addt'l Needed to Eliminate Problem Area (#)	0	0

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Comparison of Incumbency to Availability and Placement Goals

Job Group: 1C - General and Operations Managers

Test: Whole Person

Total Employees: 52

	Total	
	FEMALE	**MINORITY**
Employees (#)	26	20
Employees (%)	50.0	38.5
Availability (%) Goal	64.4	33.1
Test: Whole Person	YES	NO
Addt'l Needed to Eliminate Problem Area (#)	7	0

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Comparison of Incumbency to Availability and Placement Goals

Job Group: 2A - Faculty

Test: Whole Person

Total Employees: 76

	Total	
	FEMALE	**MINORITY**
Employees (#)	25	12
Employees (%)	32.9	15.8
Availability (%) Goal	51.3	30.8
Test: Whole Person	YES	YES
Addt'l Needed to Eliminate Problem Area (#)	13	11

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Comparison of Incumbency to Availability and Placement Goals

Job Group: 3A - Business and Financial Operations

Test: Whole Person

Total Employees: 26

	Total	
	FEMALE	**MINORITY**
Employees (#)	21	15
Employees (%)	80.8	57.7
Availability (%) Goal	61.8	48.7
Test: Whole Person	NO	NO
Addt'l Needed to Eliminate Problem Area (#)	0	0

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Comparison of Incumbency to Availability and Placement Goals

Job Group: 3B - Community Service, Legal, Arts

Test: Whole Person

Total Employees: 19

	Total	
	FEMALE	**MINORITY**
Employees (#)	12	8
Employees (%)	63.2	42.1
Availability (%) Goal	74.0	54.0
Test: Whole Person	YES	YES
Addt'l Needed to Eliminate Problem Area (#)	2	2

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Comparison of Incumbency to Availability and Placement Goals

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

Test: Whole Person

Total Employees: 14

	Total	
	FEMALE	**MINORITY**
Employees (#)	4	9
Employees (%)	28.6	64.3
Availability (%) Goal	43.2	59.1
Test: Whole Person	YES	NO
Addt'l Needed to Eliminate Problem Area (#)	2	0

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Comparison of Incumbency to Availability and Placement Goals

Job Group: 3D - Librarian, Curators, and Archivist

Test: Whole Person

Total Employees: 6

	Total	
	FEMALE	**MINORITY**
Employees (#)	6	0
Employees (%)	100.0	0.0
Availability (%) Goal	78.2	30.4
Test: Whole Person	NO	YES
Addt'l Needed to Eliminate Problem Area (#)	0	1

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Comparison of Incumbency to Availability and Placement Goals

Job Group: 3E - Healthcare Practitioner & Tech

Test: Whole Person

Total Employees: 2

	Total	
	FEMALE	**MINORITY**
Employees (#)	2	0
Employees (%)	100.0	0.0
Availability (%) Goal	50.8	38.7
Test: Whole Person	NO	NO
Addt'l Needed to Eliminate Problem Area (#)	0	0

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Comparison of Incumbency to Availability and Placement Goals

Job Group: 4A - Clerical and Secretarial

Test: Whole Person

Total Employees: 13

	Total	
	FEMALE	**MINORITY**
Employees (#)	11	11
Employees (%)	84.6	84.6
Availability (%) Goal	88.2	64.3
Test: Whole Person	NO	NO
Addt'l Needed to Eliminate Problem Area (#)	0	0

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Comparison of Incumbency to Availability and Placement Goals

Job Group: 5A - Other Education, Training, and Library Occupations

Test: Whole Person

Total Employees: 3

	Total	
	FEMALE	**MINORITY**
Employees (#)	1	1
Employees (%)	33.3	33.3
Availability (%) Goal	64.7	46.0
Test: Whole Person	NO	NO
Addt'l Needed to Eliminate Problem Area (#)	0	0

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Comparison of Incumbency to Availability and Placement Goals

Job Group: 6A - Skilled Crafts

Test: Whole Person

Total Employees: 8

	Total	
	FEMALE	**MINORITY**
Employees (#)	0	6
Employees (%)	0.0	75.0
Availability (%) Goal	5.2	59.9
Test: Whole Person	NO	NO
Addt'l Needed to Eliminate Problem Area (#)	0	0

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Comparison of Incumbency to Availability and Placement Goals

Job Group: 7A - Service/Maintenance

Test: Whole Person

Total Employees: 15

	Total	
	FEMALE	**MINORITY**
Employees (#)	1	10
Employees (%)	6.7	66.7
Availability (%) Goal	30.5	71.5
Test: Whole Person	YES	NO
Addt'l Needed to Eliminate Problem Area (#)	3	0

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Comparison of Incumbency to Availability and Placement Goals

Job Group: 7B - Protective Services

Test: Whole Person

Total Employees: 7

	Total	
	FEMALE	**MINORITY**
Employees (#)	1	3
Employees (%)	14.3	42.9
Availability (%) Goal	24.8	44.3
Test: Whole Person	NO	NO
Addt'l Needed to Eliminate Problem Area (#)	0	0

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Comparison of Incumbency to Availability and Placement Goals

Job Group: 7C - Service Occupations - Health Support

Test: Whole Person

Total Employees: 2

	Total	
	FEMALE	**MINORITY**
Employees (#)	2	2
Employees (%)	100.0	100.0
Availability (%) Goal	86.8	63.9
Test: Whole Person	NO	NO
Addt'l Needed to Eliminate Problem Area (#)	0	0

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Comparison of Incumbency to Availability and Placement Goals

Job Group: 8A - Production, Transport, Mat Mov

Test: Whole Person

Total Employees: 6

	Total	
	FEMALE	**MINORITY**
Employees (#)	0	3
Employees (%)	0.0	50.0
Availability (%) Goal	9.6	59.0
Test: Whole Person	NO	NO
Addt'l Needed to Eliminate Problem Area (#)	0	0

California State University, Maritime Academy

Goals Progress

Job Group	Representation as of Previous AAP				Goal/Availability from Previous AAP	Placements*			Achieved?
	Total Employees	Gender/Race Groups	#	%		Total Placements	#	%	
1C - General and Operations Managers	57	Females	27	47.4%	64.4%	26	12	46.2%	NO
		Minority	19	33.3%			13	50.0%	
2A - Faculty	86	Females	27	31.4%	51.1%	6	2	33.3%	NO
		Minority	15	17.4%	31.2%		2	33.3%	YES
3B - Community Service, Legal, Arts	24	Females	15	62.5%	69.2%	13	7	53.8%	NO
		Minority	10	41.7%	50.3%		7	53.8%	YES
3C - Computer, Engineering, and Science	14	Females	4	28.6%	45.6%	3	2	66.7%	YES
		Minority	7	50.0%			2	66.7%	
5A - Other Education, Training, and Library Occupations	28	Females	10	35.7%	67.8%	0	0	0.0%	NO
		Minority	16	57.1%			0	0.0%	
7A - Service/Maintenance	21	Females	3	14.3%	28.8%	5	0	0.0%	NO
		Minority	13	61.9%			2	40.0%	
7B - Protective Services	5	Females	0	0.0%	22.5%	4	1	25.0%	YES
		Minority	2	40.0%			3	75.0%	

* Placements consist of hires and promotions into the target job group from 11/01/2021 to 10/31/2022

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Personnel Transactions Summary

Job Group: 1A - President

Transaction Dates: 11/01/2021 To 10/31/2022

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

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

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Personnel Transactions Summary

Job Group: 1B - Executive/Administrative and Managerial

Transaction Dates: 11/01/2021 To 10/31/2022

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

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

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Personnel Transactions Summary

Job Group: 1C - General and Operations Managers

Transaction Dates: 11/01/2021 To 10/31/2022

	Applicants				*Hires*			*Terminations (I)*			*Terminations (V)*		
	Males	**Females**	**UNKNOWN (GENDER)**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	56	17	1	74	8	3	11	3	2	5	11	7	18
Afr. Amer.	12	11	0	23	0	3	3	0	0	0	0	2	2
Hispanic	5	1	0	6	3	1	4	0	0	0	3	1	4
Asian	12	7	0	19	0	4	4	0	0	0	2	3	5
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	1	0	0	1	0	0	0	0	0	0	0	0	0
Two or More	3	0	0	3	1	0	1	0	0	0	0	0	0
Unknown (Race)	7	6	32	45									
Total	96	42	33	171	12	11	23	3	2	5	16	13	29
Total Minority	33	19	0	52	4	8	12	0	0	0	5	6	11

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

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Personnel Transactions Summary

Job Group: 2A - Faculty

Transaction Dates: 11/01/2021 To 10/31/2022

	Applicants				*Hires*			*Terminations (I)*			*Terminations (V)*		
	Males	**Females**	**UNKNOWN (GENDER)**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	11	1	1	13	3	1	4	0	1	1	39	8	47
Afr. Amer.	1	0	0	1	0	0	0	0	0	0	2	1	3
Hispanic	0	0	0	0	0	0	0	1	0	1	2	1	3
Asian	5	3	0	8	1	1	2	1	0	1	1	1	2
Nat. Amer.	1	0	0	1	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	1	0	0	1	0	0	0	0	0	0	0	0	0
Unknown (Race)	2	0	1	3									
Total	21	4	2	27	4	2	6	2	1	3	44	11	55
Total Minority	8	3	0	11	1	1	2	2	0	2	5	3	8

	Promotions From			*Promotions Into*			*Promotions Within*		
	Males	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	1	0	1	0	0	0	2	0	2
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	1	0	1
Asian	1	0	1	0	0	0	2	1	3
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	2	0	2	0	0	0	5	1	6
Total Minority	1	0	1	0	0	0	3	1	4

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Personnel Transactions Summary

Job Group: 3A - Business and Financial Operations

Transaction Dates: 11/01/2021 To 10/31/2022

	Applicants				*Hires*			*Terminations (I)*			*Terminations (V)*		
	Males	**Females**	**UNKNOWN (GENDER)**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	10	14	2	26	1	0	1	0	0	0	1	2	3
Afr. Amer.	8	9	0	17	0	1	1	0	0	0	0	2	2
Hispanic	0	5	0	5	0	3	3	0	0	0	0	0	0
Asian	5	10	0	15	0	4	4	0	0	0	0	5	5
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	2	0	0	2	0	0	0	0	0	0	0	1	1
Unknown (Race)	4	2	43	49									
Total	29	40	45	114	1	8	9	0	0	0	1	10	11
Total Minority	15	24	0	39	0	8	8	0	0	0	0	8	8

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

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Personnel Transactions Summary

Job Group: 3B - Community Service, Legal, Arts

Transaction Dates: 11/01/2021 To 10/31/2022

	Applicants				*Hires*			*Terminations (I)*			*Terminations (V)*		
	Males	**Females**	**UNKNOWN (GENDER)**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	8	7	2	17	3	2	5	0	0	0	8	2	10
Afr. Amer.	2	7	0	9	0	2	2	0	0	0	0	3	3
Hispanic	5	2	0	7	1	1	2	0	0	0	2	1	3
Asian	3	3	0	6	1	1	2	0	0	0	2	2	4
Nat. Amer.	1	0	0	1	1	0	1	0	0	0	0	0	0
NHOPI	0	1	0	1	0	0	0	0	0	0	0	0	0
Two or More	3	2	0	5	0	0	0	0	0	0	0	0	0
Unknown (Race)	2	2	18	22									
Total	24	24	20	68	6	6	12	0	0	0	12	8	20
Total Minority	14	15	0	29	3	4	7	0	0	0	4	6	10

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

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Personnel Transactions Summary

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

Transaction Dates: 11/01/2021 To 10/31/2022

	Applicants				*Hires*			*Terminations (I)*			*Terminations (V)*		
	Males	**Females**	**UNKNOWN (GENDER)**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	5	4	0	9	0	1	1	0	0	0	2	4	6
Afr. Amer.	0	1	0	1	0	0	0	0	0	0	0	0	0
Hispanic	0	2	0	2	0	1	1	0	0	0	0	0	0
Asian	2	2	0	4	1	0	1	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	2	7	9									
Total	7	11	7	25	1	2	3	0	0	0	2	4	6
Total Minority	2	5	0	7	1	1	2	0	0	0	0	0	0

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

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Personnel Transactions Summary

Job Group: 3D - Librarian, Curators, and Archivist

Transaction Dates: 11/01/2021 To 10/31/2022

	Applicants				*Hires*			*Terminations (I)*			*Terminations (V)*		
	Males	**Females**	**UNKNOWN (GENDER)**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	2	11	1	14	0	2	2	0	0	0	0	1	1
Afr. Amer.	0	1	0	1	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	0	1	0	1	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	1	0	1									
Total	2	14	1	17	0	2	2	0	0	0	0	1	1
Total Minority	0	2	0	2	0	0	0	0	0	0	0	0	0

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

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Personnel Transactions Summary

Job Group: 3E - Healthcare Practitioner & Tech

Transaction Dates: 11/01/2021 To 10/31/2022

	Applicants				*Hires*			*Terminations (I)*			*Terminations (V)*		
	Males	**Females**	**UNKNOWN (GENDER)**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	0	2	1	3	0	1	1	0	0	0	0	1	1
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	0	1	0	1	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	4	4									
Total	0	3	5	8	0	1	1	0	0	0	0	1	1
Total Minority	0	1	0	1	0	0	0	0	0	0	0	0	0

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

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Personnel Transactions Summary

Job Group: 4A - Clerical and Secretarial

Transaction Dates: 11/01/2021 To 10/31/2022

	Applicants				*Hires*			*Terminations (I)*			*Terminations (V)*		
	Males	**Females**	**UNKNOWN (GENDER)**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	0	14	2	16	0	2	2	0	0	0	0	1	1
Afr. Amer.	0	7	1	8	0	1	1	0	0	0	0	1	1
Hispanic	2	0	0	2	2	0	2	0	0	0	0	2	2
Asian	0	12	1	13	0	0	0	0	0	0	0	2	2
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	1	2	0	3	0	0	0	0	0	0	0	1	1
Unknown (Race)	1	4	25	30									
Total	4	39	29	72	2	3	5	0	0	0	0	7	7
Total Minority	3	21	2	26	2	1	3	0	0	0	0	6	6

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

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Personnel Transactions Summary

Job Group: 5A - Other Education, Training, and Library Occupations

Transaction Dates: 11/01/2021 To 10/31/2022

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

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

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Personnel Transactions Summary

Job Group: 6A - Skilled Crafts

Transaction Dates: 11/01/2021 To 10/31/2022

	Applicants				*Hires*			*Terminations (I)*			*Terminations (V)*		
	Males	**Females**	**UNKNOWN (GENDER)**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	1	0	0	1	1	0	1	0	0	0	3	0	3
Afr. Amer.	1	0	0	1	0	0	0	0	0	0	1	0	1
Hispanic	1	0	0	1	1	0	1	0	0	0	0	0	0
Asian	1	0	0	1	1	0	1	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	1	0	0	1	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	1	1									
Total	5	0	1	6	3	0	3	0	0	0	4	0	4
Total Minority	4	0	0	4	2	0	2	0	0	0	1	0	1

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

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Personnel Transactions Summary

Job Group: 7A - Service/Maintenance

Transaction Dates: 11/01/2021 To 10/31/2022

	Applicants				*Hires*			*Terminations (I)*			*Terminations (V)*		
	Males	**Females**	**UNKNOWN (GENDER)**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	6	0	0	6	3	0	3	0	0	0	4	1	5
Afr. Amer.	2	0	0	2	2	0	2	0	0	0	0	0	0
Hispanic	2	0	0	2	0	0	0	0	0	0	0	1	1
Asian	0	0	0	0	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	8	8									
Total	10	0	8	18	5	0	5	0	0	0	4	2	6
Total Minority	4	0	0	4	2	0	2	0	0	0	0	1	1

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

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Personnel Transactions Summary

Job Group: 7B - Protective Services

Transaction Dates: 11/01/2021 To 10/31/2022

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

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

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Personnel Transactions Summary

Job Group: 7C - Service Occupations - Health Support

Transaction Dates: 11/01/2021 To 10/31/2022

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

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

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Personnel Transactions Summary

Job Group: 8A - Production, Transport, Mat Mov

Transaction Dates: 11/01/2021 To 10/31/2022

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

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

California State University, Maritime Academy

Data Collection Analysis/Hiring Benchmark (Protected Veterans)*

Current Snapshot Date: 11/01/2022

Category	4/1/20	11/1/21	11/1/22
Job Openings	110	108	94
Jobs Filled	104	106	93
Applicants for all jobs	910	515	560
Applicants who self-identified as Protected Veterans	26	27	26
Applicants Hired	95	92	79
Protected Veterans Hired	7	7	2
Hiring Benchmark**	5.7	5.6	5.5
Overall protected veterans hired (%)	7.4	7.6	2.5

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

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

California State University, Maritime Academy

Data Collection Analysis/Utilization Analysis (Disability)*

Current Snapshot Date: 11/01/2022

Category	4/1/20			11/1/21			11/1/22		
Job Openings	110			108			94		
Jobs Filled	104			106			93		
Applicants for all jobs	910			515			560		
Applicants who self-identified as individual(s) with Disability	37			21			28		
Applicants Hired	95			92			79		
Individual(s) with Disability Hired	3			3			3		
Nationwide utilization goal for qualified individuals with disabilities (%)**	7.0			7.0			7.0		
Total incumbency of individuals with disabilities (%)	2.7			3.6			4.0		
Job Group	**EE #**	**EE IWD #**	**EE IWD %**	**EE #**	**EE IWD #**	**EE IWD %**	**EE #**	**EE IWD #**	**EE IWD %**
1A - President	1	N/A	N/A	1	N/A	N/A	1	N/A	N/A
1B - Executive/Administrative and Managerial	4	N/A	N/A	4	N/A	N/A	3	N/A	N/A
1C - General and Operations Managers	59	1	1.7	57	4	7.0	52	4	7.7
2A - Faculty	97	2	2.1	86	2	2.3	76	2	2.6
3A - Business and Financial Operations	28	0	0.0	26	1	3.8	26	1	3.8
3B - Community Service, Legal, Arts	29	1	3.4	24	0	0.0	19	2	10.5
3C - Computer, Engineering, and Science	14	0	0.0	14	0	0.0	14	0	0.0
3D - Librarian, Curators, and Archivist	5	N/A	N/A	5	N/A	N/A	6	N/A	N/A
3E - Healthcare Practitioner & Tech	2	N/A	N/A	2	N/A	N/A	2	N/A	N/A
4A - Clerical and Secretarial	19	1	5.3	18	1	5.6	13	0	0.0
5A - Other Education, Training, and Library Occupations	42	0	0.0	28	0	0.0	3	N/A	N/A
6A - Skilled Crafts	9	N/A	N/A	9	N/A	N/A	8	N/A	N/A

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

** Current utilization goal as established by the OFCCP.

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

California State University, Maritime Academy

Data Collection Analysis/Utilization Analysis (Disability)*

Current Snapshot Date: 11/01/2022

Category	4/1/20			11/1/21			11/1/22		
Job Openings	110			108			94		
Jobs Filled	104			106			93		
Applicants for all jobs	910			515			560		
Applicants who self-identified as individual(s) with Disability	37			21			28		
Applicants Hired	95			92			79		
Individual(s) with Disability Hired	3			3			3		
Nationwide utilization goal for qualified individuals with disabilities (%)**	7.0			7.0			7.0		
Total incumbency of individuals with disabilities (%)	2.7			3.6			4.0		
Job Group	**EE #**	**EE IWD #**	**EE IWD %**	**EE #**	**EE IWD #**	**EE IWD %**	**EE #**	**EE IWD #**	**EE IWD %**
7A - Service/Maintenance	43	2	4.7	21	0	0.0	15	0	0.0
7B - Protective Services	8	N/A	N/A	5	N/A	N/A	7	N/A	N/A
7C - Service Occupations - Health Support	3	N/A	N/A	2	N/A	N/A	2	N/A	N/A
8A - Production, Transport, Mat Mov	9	N/A	N/A	6	N/A	N/A	6	N/A	N/A

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

** Current utilization goal as established by the OFCCP.

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

SUPPLEMENTAL REPORTS

1. PLACEMENT GOALS SUMMARY
2. ADVERSE IMPACT SUMMARY
3. COMPENSATION EQUITY ANALYSIS

FOR INTERNAL USE ONLY

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Placement Goals Summary

Test: Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
	Females	0	0.0%	32.0%	**NO**	0
	Minority	0	0.0%	23.8%	**NO**	0
	Afr. Amer.	0	0.0%	4.7%	**NO**	0
1A - President	Hispanic	0	0.0%	8.0%	**NO**	0
Total Employees: **1**	Asian	0	0.0%	8.9%	**NO**	0
	Nat. Amer.	0	0.0%	0.3%	**NO**	0
	NHOPI	0	0.0%	0.1%	**NO**	0
	Two or More	0	0.0%	1.8%	**NO**	0
	Females	2	66.7%	64.4%	**NO**	0
	Minority	1	33.3%	33.1%	**NO**	0
	Afr. Amer.	0	0.0%	13.1%	**NO**	0
1B - Executive/Administrative and Managerial	Hispanic	0	0.0%	10.1%	**NO**	0
Total Employees: **3**	Asian	1	33.3%	6.7%	**NO**	0
	Nat. Amer.	0	0.0%	0.3%	**NO**	0
	NHOPI	0	0.0%	1.0%	**NO**	0
	Two or More	0	0.0%	1.9%	**NO**	0

The Whole Person Rule was followed in declaring underutilization and establishing goals. When the actual employment of minorities or females is less than their availability and that difference is at least one whole person (1.0), then a goal is established. Add'l Needed (#) represents the number needed to eliminate the goal based on the chosen rule (any difference, whole person, 80%, or statistical significance). This number is not a quota and should only be used to identify the magnitude of the disparity between incumbency and final availability.

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California State University, Maritime Academy

Snapshot Date: 11/01/2022

Placement Goals Summary

Test: Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
	Females	26	50.0%	64.4%	YES	7
	Minority	20	38.5%	33.1%	NO	0
	Afr. Amer.	7	13.5%	13.1%	NO	0
1C - General and Operations Managers	Hispanic	2	3.8%	10.1%	YES	3
Total Employees: **52**	Asian	10	19.2%	6.7%	NO	0
	Nat. Amer.	0	0.0%	0.3%	NO	0
	NHOPI	0	0.0%	1.0%	NO	0
	Two or More	1	1.9%	1.9%	NO	0
	Females	25	32.9%	51.3%	YES	13
	Minority	12	15.8%	30.8%	YES	11
	Afr. Amer.	2	2.6%	4.9%	YES	1
2A - Faculty	Hispanic	4	5.3%	11.4%	YES	4
Total Employees: **76**	Asian	6	7.9%	10.9%	YES	2
	Nat. Amer.	0	0.0%	0.5%	NO	0
	NHOPI	0	0.0%	0.1%	NO	0
	Two or More	0	0.0%	3.1%	YES	2

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California State University, Maritime Academy

Snapshot Date: 11/01/2022

Placement Goals Summary

Test: Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
	Females	21	80.8%	61.8%	**NO**	0
	Minority	15	57.7%	48.7%	**NO**	0
	Afr. Amer.	2	7.7%	9.7%	**NO**	0
3A - Business and Financial Operations	Hispanic	6	23.1%	13.6%	**NO**	0
Total Employees: **26**	Asian	6	23.1%	21.3%	**NO**	0
	Nat. Amer.	0	0.0%	0.1%	**NO**	0
	NHOPI	0	0.0%	0.0%	**NO**	0
	Two or More	1	3.8%	4.2%	**NO**	0
	Females	12	63.2%	74.0%	**YES**	2
	Minority	8	42.1%	54.0%	**YES**	2
	Afr. Amer.	0	0.0%	13.5%	**YES**	2
3B - Community Service, Legal, Arts	Hispanic	3	15.8%	21.3%	**YES**	1
Total Employees: **19**	Asian	3	15.8%	13.6%	**NO**	0
	Nat. Amer.	1	5.3%	0.1%	**NO**	0
	NHOPI	0	0.0%	1.0%	**NO**	0
	Two or More	1	5.3%	4.5%	**NO**	0

The Whole Person Rule was followed in declaring underutilization and establishing goals. When the actual employment of minorities or females is less than their availability and that difference is at least one whole person (1.0), then a goal is established. Add'l Needed (#) represents the number needed to eliminate the goal based on the chosen rule (any difference, whole person, 80%, or statistical significance). This number is not a quota and should only be used to identify the magnitude of the disparity between incumbency and final availability.

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California State University, Maritime Academy

Snapshot Date: 11/01/2022

Placement Goals Summary

Test: Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
	Females	4	28.6%	43.2%	YES	2
	Minority	9	64.3%	59.1%	NO	0
	Afr. Amer.	0	0.0%	13.7%	YES	1
3C - Computer, Engineering, and Science	Hispanic	2	14.3%	17.5%	NO	0
Total Employees: **14**	Asian	7	50.0%	24.4%	NO	0
	Nat. Amer.	0	0.0%	0.1%	NO	0
	NHOPI	0	0.0%	0.4%	NO	0
	Two or More	0	0.0%	3.0%	NO	0
	Females	6	100.0%	78.2%	NO	0
	Minority	0	0.0%	30.4%	YES	1
	Afr. Amer.	0	0.0%	4.4%	NO	0
3D - Librarian, Curators, and Archivist	Hispanic	0	0.0%	11.2%	NO	0
Total Employees: **6**	Asian	0	0.0%	6.4%	NO	0
	Nat. Amer.	0	0.0%	1.3%	NO	0
	NHOPI	0	0.0%	0.8%	NO	0
	Two or More	0	0.0%	6.3%	NO	0

The Whole Person Rule was followed in declaring underutilization and establishing goals. When the actual employment of minorities or females is less than their availability and that difference is at least one whole person (1.0), then a goal is established. Add'l Needed (#) represents the number needed to eliminate the goal based on the chosen rule (any difference, whole person, 80%, or statistical significance). This number is not a quota and should only be used to identify the magnitude of the disparity between incumbency and final availability.

FOR INTERNAL USE ONLY

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Placement Goals Summary

Test: Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
	Females	2	100.0%	50.8%	**NO**	0
	Minority	0	0.0%	38.7%	**NO**	0
	Afr. Amer.	0	0.0%	12.6%	**NO**	0
3E - Healthcare Practitioner & Tech	Hispanic	0	0.0%	10.4%	**NO**	0
Total Employees: **2**	Asian	0	0.0%	11.7%	**NO**	0
	Nat. Amer.	0	0.0%	0.1%	**NO**	0
	NHOPI	0	0.0%	0.1%	**NO**	0
	Two or More	0	0.0%	3.8%	**NO**	0
	Females	11	84.6%	88.2%	**NO**	0
	Minority	11	84.6%	64.3%	**NO**	0
	Afr. Amer.	4	30.8%	19.5%	**NO**	0
4A - Clerical and Secretarial	Hispanic	6	46.2%	29.8%	**NO**	0
Total Employees: **13**	Asian	1	7.7%	11.3%	**NO**	0
	Nat. Amer.	0	0.0%	0.7%	**NO**	0
	NHOPI	0	0.0%	0.3%	**NO**	0
	Two or More	0	0.0%	2.8%	**NO**	0

The Whole Person Rule was followed in declaring underutilization and establishing goals. When the actual employment of minorities or females is less than their availability and that difference is at least one whole person (1.0), then a goal is established. Add'l Needed (#) represents the number needed to eliminate the goal based on the chosen rule (any difference, whole person, 80%, or statistical significance). This number is not a quota and should only be used to identify the magnitude of the disparity between incumbency and final availability.

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California State University, Maritime Academy

Snapshot Date: 11/01/2022

Placement Goals Summary

Test: Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
	Females	1	33.3%	64.7%	**NO**	0
	Minority	1	33.3%	46.0%	**NO**	0
	Afr. Amer.	0	0.0%	7.2%	**NO**	0
5A - Other Education, Training, and Library Occupations	Hispanic	1	33.3%	29.1%	**NO**	0
Total Employees: **3**	Asian	0	0.0%	6.7%	**NO**	0
	Nat. Amer.	0	0.0%	0.1%	**NO**	0
	NHOPI	0	0.0%	0.1%	**NO**	0
	Two or More	0	0.0%	2.8%	**NO**	0
	Females	0	0.0%	5.2%	**NO**	0
	Minority	6	75.0%	59.9%	**NO**	0
	Afr. Amer.	0	0.0%	5.4%	**NO**	0
6A - Skilled Crafts	Hispanic	3	37.5%	28.9%	**NO**	0
Total Employees: **8**	Asian	3	37.5%	22.1%	**NO**	0
	Nat. Amer.	0	0.0%	0.1%	**NO**	0
	NHOPI	0	0.0%	0.1%	**NO**	0
	Two or More	0	0.0%	3.3%	**NO**	0

The Whole Person Rule was followed in declaring underutilization and establishing goals. When the actual employment of minorities or females is less than their availability and that difference is at least one whole person (1.0), then a goal is established. Add'l Needed (#) represents the number needed to eliminate the goal based on the chosen rule (any difference, whole person, 80%, or statistical significance). This number is not a quota and should only be used to identify the magnitude of the disparity between incumbency and final availability.

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California State University, Maritime Academy

Snapshot Date: 11/01/2022

Placement Goals Summary

Test: Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
	Females	1	6.7%	30.5%	YES	3
	Minority	10	66.7%	71.5%	NO	0
	Afr. Amer.	7	46.7%	24.7%	NO	0
7A - Service/Maintenance	Hispanic	1	6.7%	31.8%	YES	3
Total Employees: **15**	Asian	2	13.3%	12.1%	NO	0
	Nat. Amer.	0	0.0%	0.1%	NO	0
	NHOPI	0	0.0%	0.6%	NO	0
	Two or More	0	0.0%	2.2%	NO	0
	Females	1	14.3%	24.8%	NO	0
	Minority	3	42.9%	44.3%	NO	0
	Afr. Amer.	0	0.0%	7.3%	NO	0
7B - Protective Services	Hispanic	2	28.6%	20.5%	NO	0
Total Employees: **7**	Asian	1	14.3%	10.7%	NO	0
	Nat. Amer.	0	0.0%	1.3%	NO	0
	NHOPI	0	0.0%	0.4%	NO	0
	Two or More	0	0.0%	4.1%	NO	0

The Whole Person Rule was followed in declaring underutilization and establishing goals. When the actual employment of minorities or females is less than their availability and that difference is at least one whole person (1.0), then a goal is established. Add'l Needed (#) represents the number needed to eliminate the goal based on the chosen rule (any difference, whole person, 80%, or statistical significance). This number is not a quota and should only be used to identify the magnitude of the disparity between incumbency and final availability.

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California State University, Maritime Academy

Snapshot Date: 11/01/2022

Placement Goals Summary

Test: Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
	Females	2	100.0%	86.8%	**NO**	0
	Minority	2	100.0%	63.9%	**NO**	0
	Afr. Amer.	0	0.0%	11.0%	**NO**	0
7C - Service Occupations - Health Support	Hispanic	1	50.0%	26.5%	**NO**	0
Total Employees: **2**	Asian	0	0.0%	19.8%	**NO**	0
	Nat. Amer.	0	0.0%	0.0%	**NO**	0
	NHOPI	0	0.0%	0.1%	**NO**	0
	Two or More	1	50.0%	6.5%	**NO**	0
	Females	0	0.0%	9.6%	**NO**	0
	Minority	3	50.0%	59.0%	**NO**	0
	Afr. Amer.	2	33.3%	3.4%	**NO**	0
8A - Production, Transport, Mat Mov	Hispanic	0	0.0%	31.2%	**YES**	1
Total Employees: **6**	Asian	1	16.7%	21.0%	**NO**	0
	Nat. Amer.	0	0.0%	0.4%	**NO**	0
	NHOPI	0	0.0%	0.1%	**NO**	0
	Two or More	0	0.0%	2.8%	**NO**	0

The Whole Person Rule was followed in declaring underutilization and establishing goals. When the actual employment of minorities or females is less than their availability and that difference is at least one whole person (1.0), then a goal is established. Add'l Needed (#) represents the number needed to eliminate the goal based on the chosen rule (any difference, whole person, 80%, or statistical significance). This number is not a quota and should only be used to identify the magnitude of the disparity between incumbency and final availability.

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California State University, Maritime Academy

Snapshot Date: 11/01/2022

Adverse Impact: Hires*

Analysis [1]: Applicants vs. Hires

Transaction Period: ***11/01/2021*** **-** ***10/31/2022***

Job Group	Category	Applicants	Hires	Selection Rate (%)	80% Rule	Stat. Significance Test: Std Dev (Chi-Square)	Stat. Significance Test: Std Dev (F. Exact) [2]	Stat. Significance Test: Impact? Yes/No [3]	Add. # Needed [4]	OFCCP Shortfall [5]
1C - General and Operations Managers	Males	96	12	12.5	YES	1.98	1.84	NO	N/A	N/A
	Females (!)	42	11	26.2	NO	N/A	N/A	NO	N/A	N/A
	White	74	11	14.9	YES	3.12	2.78	YES	12	2
	Minority	52	12	23.1	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	23	3	13.0	YES	2.73	2.59	YES	3	2
	Hispanic (!)	6	4	66.7	NO	N/A	N/A	NO	N/A	N/A
	Asian	19	4	21.1	YES	2.08	2.13	YES	1	2
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	1	0	0.0	YES	1.24	1.24	NO	N/A	N/A
	Two or More	3	1	33.3	YES	0.94	0.94	NO	N/A	N/A
2A - Faculty	Males	21	4	19.0	YES	1.32	1.50	NO	N/A	N/A
	Females (!)	4	2	50.0	NO	N/A	N/A	NO	N/A	N/A
	White (!)	13	4	30.8	NO	N/A	N/A	NO	N/A	N/A
	Minority	11	2	18.2	YES	0.70	0.66	NO	N/A	N/A
	Afr. Amer.	1	0	0.0	YES	0.65	0.46	NO	N/A	N/A
	Hispanic	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Asian	8	2	25.0	NO	0.28	0.23	NO	N/A	N/A
	Nat. Amer.	1	0	0.0	YES	0.65	0.46	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	1	0	0.0	YES	0.65	0.46	NO	N/A	N/A

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

5 - Based on overall selection rate.

(!) Group with the highest selection/retention rate (i.e., the “Reference Group”)

(*) Highest Rate - All groups will be compared to the "Reference Group"

FOR INTERNAL USE ONLY

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Adverse Impact: Hires*

Analysis [1]: Applicants vs. Hires

Transaction Period: ***11/01/2021*** ***-*** ***10/31/2022***

Job Group	Category	Applicants	Hires	Selection Rate (%)	80% Rule	Stat. Significance Test: Std Dev (Chi-Square)	Stat. Significance Test: Std Dev (F. Exact) [2]	Stat. Significance Test: Impact? Yes/No [3]	Add. # Needed [4]	OFCCP Shortfall [5]
3A - Business and Financial Operations	Males	29	1	3.4	YES	2.01	1.96	YES	1	2
	Females (!)	40	8	20.0	NO	N/A	N/A	NO	N/A	N/A
	White	26	1	3.8	YES	3.43	2.85	YES	4	2
	Minority	39	8	20.5	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	17	1	5.9	YES	2.75	2.50	YES	2	2
	Hispanic (!)	5	3	60.0	NO	N/A	N/A	NO	N/A	N/A
	Asian	15	4	26.7	YES	1.35	1.27	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	2	0	0.0	YES	1.44	1.06	NO	N/A	N/A
3B - Community Service, Legal, Arts	Males	24	6	25.0	NO	0.00	0.16	NO	N/A	N/A
	Females (!)	24	6	25.0	NO	N/A	N/A	NO	N/A	N/A
	White	17	5	29.4	YES	1.45	1.38	NO	N/A	N/A
	Minority	29	7	24.1	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	9	2	22.2	YES	1.61	1.43	NO	N/A	N/A
	Hispanic	7	2	28.6	YES	1.38	1.31	NO	N/A	N/A
	Asian	6	2	33.3	YES	1.24	1.24	NO	N/A	N/A
	Nat. Amer. (!)	1	1	100.0	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	1	0	0.0	YES	1.41	0.31	NO	N/A	N/A
	Two or More	5	0	0.0	YES	2.44	1.73	NO	N/A	N/A

1 - “Applicants” shows all external applicants.

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

5 - Based on overall selection rate.

(!) Group with the highest selection/retention rate (i.e., the “Reference Group”)

(*) Highest Rate - All groups will be compared to the "Reference Group"

FOR INTERNAL USE ONLY

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Adverse Impact: Hires*

Analysis [1]: Applicants vs. Hires

Transaction Period: ***11/01/2021*** ***-*** ***10/31/2022***

Job Group	Category	Applicants	Hires	Selection Rate (%)	80% Rule	Stat. Significance Test: Std Dev (Chi-Square)	Stat. Significance Test: Std Dev (F. Exact) [2]	Stat. Significance Test: Impact? Yes/No [3]	Add. # Needed [4]	OFCCP Shortfall [5]
3C - Computer, Engineering, and Science	Males	7	1	14.3	YES	0.21	0.30	NO	N/A	N/A
	Females (!)	11	2	18.2	NO	N/A	N/A	NO	N/A	N/A
	White	9	1	11.1	YES	1.28	1.33	NO	N/A	N/A
	Minority	7	2	28.6	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	1	0	0.0	YES	0.86	0.43	NO	N/A	N/A
	Hispanic (!)	2	1	50.0	NO	N/A	N/A	NO	N/A	N/A
	Asian	4	1	25.0	YES	0.61	0.34	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
3D - Librarian, Curators, and Archivist	Males	2	0	0.0	YES	0.57	0.49	NO	N/A	N/A
	Females (!)	14	2	14.3	NO	N/A	N/A	NO	N/A	N/A
	White (!)	14	2	14.3	NO	N/A	N/A	NO	N/A	N/A
	Minority	2	0	0.0	YES	0.57	0.49	NO	N/A	N/A
	Afr. Amer.	1	0	0.0	YES	0.40	0.57	NO	N/A	N/A
	Hispanic	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Asian	1	0	0.0	YES	0.40	0.57	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A

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

5 - Based on overall selection rate.

(!) Group with the highest selection/retention rate (i.e., the “Reference Group”)

(*) Highest Rate - All groups will be compared to the "Reference Group"

FOR INTERNAL USE ONLY

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Adverse Impact: Hires*

Analysis [1]: Applicants vs. Hires

Transaction Period: ***11/01/2021*** **-** ***10/31/2022***

Job Group	Category	Applicants	Hires	Selection Rate (%)	80% Rule	Stat. Significance Test: Std Dev (Chi-Square)	Stat. Significance Test: Std Dev (F. Exact) [2]	Stat. Significance Test: Impact? Yes/No [3]	Add. # Needed [4]	OFCCP Shortfall [5]
3E - Healthcare Practitioner & Tech	Males	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Females (!)	3	1	33.3	NO	N/A	N/A	NO	N/A	N/A
	White (!)	3	1	33.3	NO	N/A	N/A	NO	N/A	N/A
	Minority	1	0	0.0	YES	0.66	0.48	NO	N/A	N/A
	Afr. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Asian	1	0	0.0	YES	0.66	0.48	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
4A - Clerical and Secretarial	Males (!)	4	2	50.0	NO	N/A	N/A	NO	N/A	N/A
	Females	39	3	7.7	YES	2.51	2.14	YES	2	1
	White	16	2	12.5	YES	2.80	2.33	YES	3	1
	Minority	26	3	11.5	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	8	1	12.5	YES	2.41	2.12	YES	1	1
	Hispanic (!)	2	2	100.0	NO	N/A	N/A	NO	N/A	N/A
	Asian	13	0	0.0	YES	3.87	2.82	YES	4	1
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	3	0	0.0	YES	2.23	1.95	NO	N/A	N/A

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(!) Group with the highest selection/retention rate (i.e., the “Reference Group”)

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FOR INTERNAL USE ONLY

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Adverse Impact: Hires*

Analysis [1]: Applicants vs. Hires

Transaction Period: ***11/01/2021*** **-** ***10/31/2022***

Job Group	Category	Applicants	Hires	Selection Rate (%)	80% Rule	Stat. Significance Test: Std Dev (Chi-Square)	Stat. Significance Test: Std Dev (F. Exact) [2]	Impact? Yes/No [3]	Add. # Needed [4]	OFCCP Shortfall [5]
6A - Skilled Crafts	Males (!)	5	3	60.0	NO	N/A	N/A	NO	N/A	N/A
	Females	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	White	1	1	100.0	NO	0.00	0.67	NO	N/A	N/A
	Minority	4	2	50.0	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	1	0	0.0	YES	1.41	0.31	NO	N/A	N/A
	Hispanic	1	1	100.0	NO	0.00	0.67	NO	N/A	N/A
	Asian (!)	1	1	100.0	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	1	0	0.0	YES	1.41	0.31	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
7A - Service/Maintenance	Males (!)	10	5	50.0	NO	N/A	N/A	NO	N/A	N/A
	Females	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	White	6	3	50.0	YES	1.26	1.06	NO	N/A	N/A
	Minority	4	2	50.0	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer. (!)	2	2	100.0	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	2	0	0.0	YES	2.00	1.15	NO	N/A	N/A
	Asian	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A

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5 - Based on overall selection rate.

(!) Group with the highest selection/retention rate (i.e., the “Reference Group”)

(*) Highest Rate - All groups will be compared to the "Reference Group"

FOR INTERNAL USE ONLY

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Adverse Impact: Hires*

Analysis [1]: Applicants vs. Hires

Transaction Period: 11/01/2021 - 10/31/2022

Job Group	Category	Applicants	Hires	Selection Rate (%)	80% Rule	Stat. Significance Test: Std Dev (Chi-Square)	Stat. Significance Test: Std Dev (F. Exact) [2]	Stat. Significance Test: Impact? Yes/No [3]	Add. # Needed [4]	OFCCP Shortfall [5]
7B - Protective Services	Males	3	3	100.0	NO	0.00	0.67	NO	N/A	N/A
	Females (!)	1	1	100.0	NO	N/A	N/A	NO	N/A	N/A
	White	1	1	100.0	NO	0.00	0.67	NO	N/A	N/A
	Minority	3	3	100.0	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	2	2	100.0	NO	0.00	0.67	NO	N/A	N/A
	Asian (!)	1	1	100.0	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A

1 - “Applicants” shows all external applicants.

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

5 - Based on overall selection rate.

(!) Group with the highest selection/retention rate (i.e., the “Reference Group”)

(*) Highest Rate - All groups will be compared to the "Reference Group"

FOR INTERNAL USE ONLY

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Adverse Impact: Competitive Promotions*

Analysis [1]: Applicants for Promotion vs. Promoted (Competitive)

Transaction Period: ***11/01/2021*** ***-*** ***10/31/2022***

Job Group	Category	Available	Promoted	Selection Rate (%)	80% Rule	Stat. Significance Test: Std Dev (Chi-Square)	Stat. Significance Test: Std Dev (F. Exact) [2]	Stat. Significance Test: Impact? Yes/No [3]	Add. # Needed [4]	OFCCP Shortfall [5]
3A - Business and Financial Operations	Males	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Females (!)	4	5	125.0	NO	N/A	N/A	NO	N/A	N/A
	White (!)	3	3	100.0	NO	N/A	N/A	NO	N/A	N/A
	Minority	1	2	200.0	NO	N/A	N/A	NO	N/A	N/A
	Afr. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Asian	1	2	200.0	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
7A - Service/Maintenance	Males	0	1	N/A	NO	N/A	N/A	NO	N/A	N/A
	Females	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	White	0	1	N/A	NO	N/A	N/A	NO	N/A	N/A
	Minority	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Asian	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A

1 - “Applicants for Promotion” shows all internal applicants.

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

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

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

5 - Based on overall selection rate.

(!) Group with the highest selection/retention rate (i.e., the ‘‘Reference Group’’)

(*) Highest Rate - All groups will be compared to the "Reference Group"

FOR INTERNAL USE ONLY

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Adverse Impact: Non-Competitive Promotions*

Analysis [1]: Previous Headcounts vs. Promoted (Non-Competitive)

Transaction Period: ***11/01/2021*** ***-*** ***10/31/2022***

Job Group	Category	Available	Promoted	Selection Rate (%)	80% Rule	Stat. Significance Test: Std Dev (Chi-Square)	Stat. Significance Test: Std Dev (F. Exact) [2]	Stat. Significance Test: Impact? Yes/No [3]	Add. # Needed [4]	OFCCP Shortfall [5]
1C - General and Operations Managers	Males (!)	30	1	3.3	NO	N/A	N/A	NO	N/A	N/A
	Females	27	0	0.0	YES	0.95	0.33	NO	N/A	N/A
	White (!)	38	1	2.6	NO	N/A	N/A	NO	N/A	N/A
	Minority	19	0	0.0	YES	0.71	0.43	NO	N/A	N/A
	Afr. Amer.	6	0	0.0	YES	0.40	0.57	NO	N/A	N/A
	Hispanic	2	0	0.0	YES	0.23	0.63	NO	N/A	N/A
	Asian	11	0	0.0	YES	0.54	0.50	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
2A - Faculty	Males (!)	59	7	11.9	NO	N/A	N/A	NO	N/A	N/A
	Females	27	1	3.7	YES	1.20	0.95	NO	N/A	N/A
	White	71	3	4.2	YES	4.67	3.54	YES	15	3
	Minority	15	5	33.3	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	3	0	0.0	YES	1.69	1.56	NO	N/A	N/A
	Hispanic	5	1	20.0	YES	1.28	1.33	NO	N/A	N/A
	Asian (!)	7	4	57.1	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A

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

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

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

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

5 - Based on overall selection rate.

(!) Group with the highest selection/retention rate (i.e., the “Reference Group”)

(*) Highest Rate - All groups will be compared to the "Reference Group"

FOR INTERNAL USE ONLY

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Adverse Impact: Non-Competitive Promotions*

Analysis [1]: Previous Headcounts vs. Promoted (Non-Competitive)

Transaction Period: ***11/01/2021*** ***-*** ***10/31/2022***

Job Group	Category	Available	Promoted	Selection Rate (%)	80% Rule	Stat. Significance Test: Std Dev (Chi-Square)	Stat. Significance Test: Std Dev (F. Exact) [2]	Stat. Significance Test: Impact? Yes/No [3]	Add. # Needed [4]	OFCCP Shortfall [5]
3A - Business and Financial Operations	Males	5	0	0.0	YES	0.49	0.52	NO	N/A	N/A
	Females (!)	21	1	4.8	NO	N/A	N/A	NO	N/A	N/A
	White (!)	11	1	9.1	NO	N/A	N/A	NO	N/A	N/A
	Minority	15	0	0.0	YES	1.19	1.24	NO	N/A	N/A
	Afr. Amer.	3	0	0.0	YES	0.54	0.51	NO	N/A	N/A
	Hispanic	3	0	0.0	YES	0.54	0.51	NO	N/A	N/A
	Asian	7	0	0.0	YES	0.82	0.39	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	2	0	0.0	YES	0.44	0.55	NO	N/A	N/A
3B - Community Service, Legal, Arts	Males	9	0	0.0	YES	0.79	0.40	NO	N/A	N/A
	Females (!)	15	1	6.7	NO	N/A	N/A	NO	N/A	N/A
	White (!)	14	1	7.1	NO	N/A	N/A	NO	N/A	N/A
	Minority	10	0	0.0	YES	0.86	0.37	NO	N/A	N/A
	Afr. Amer.	1	0	0.0	YES	0.27	0.62	NO	N/A	N/A
	Hispanic	4	0	0.0	YES	0.55	0.50	NO	N/A	N/A
	Asian	4	0	0.0	YES	0.55	0.50	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	1	0	0.0	YES	0.27	0.62	NO	N/A	N/A

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

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

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

5 - Based on overall selection rate.

(!) Group with the highest selection/retention rate (i.e., the “Reference Group”)

(*) Highest Rate - All groups will be compared to the "Reference Group"

FOR INTERNAL USE ONLY

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Adverse Impact: Non-Competitive Promotions*

Analysis [1]: Previous Headcounts vs. Promoted (Non-Competitive)

Transaction Period: ***11/01/2021*** ***-*** ***10/31/2022***

Job Group	Category	Available	Promoted	Selection Rate (%)	80% Rule	Stat. Significance Test: Std Dev (Chi-Square)	Stat. Significance Test: Std Dev (F. Exact) [2]	Impact? Yes/No [3]	Add. # Needed [4]	OFCCP Shortfall [5]
3C - Computer, Engineering, and Science	Males (!)	10	1	10.0	NO	N/A	N/A	NO	N/A	N/A
	Females	4	0	0.0	YES	0.65	0.46	NO	N/A	N/A
	White (!)	7	1	14.3	NO	N/A	N/A	NO	N/A	N/A
	Minority	7	0	0.0	YES	1.03	0.31	NO	N/A	N/A
	Afr. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	1	0	0.0	YES	0.40	0.57	NO	N/A	N/A
	Asian	6	0	0.0	YES	0.96	0.34	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
4A - Clerical and Secretarial	Males	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Females (!)	18	1	5.6	NO	N/A	N/A	NO	N/A	N/A
	White (!)	4	1	25.0	NO	N/A	N/A	NO	N/A	N/A
	Minority	14	0	0.0	YES	1.92	1.59	NO	N/A	N/A
	Afr. Amer.	3	0	0.0	YES	0.93	0.36	NO	N/A	N/A
	Hispanic	6	0	0.0	YES	1.29	1.28	NO	N/A	N/A
	Asian	4	0	0.0	YES	1.06	0.31	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	1	0	0.0	YES	0.55	0.52	NO	N/A	N/A

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

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

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

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

5 - Based on overall selection rate.

(!) Group with the highest selection/retention rate (i.e., the “Reference Group”)

(*) Highest Rate - All groups will be compared to the "Reference Group"

FOR INTERNAL USE ONLY

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Adverse Impact: Non-Competitive Promotions*

Analysis [1]: Previous Headcounts vs. Promoted (Non-Competitive)

Transaction Period: ***11/01/2021*** ***-*** ***10/31/2022***

Job Group	Category	Available	Promoted	Selection Rate (%)	80% Rule	Stat. Significance Test: Std Dev (Chi-Square)	Stat. Significance Test: Std Dev (F. Exact) [2]	Impact? Yes/No [3]	Add. # Needed [4]	OFCCP Shortfall [5]
7B - Protective Services	Males (!)	5	1	20.0	NO	N/A	N/A	NO	N/A	N/A
	Females	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	White (!)	3	1	33.3	NO	N/A	N/A	NO	N/A	N/A
	Minority	2	0	0.0	YES	0.91	0.38	NO	N/A	N/A
	Afr. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	1	0	0.0	YES	0.66	0.48	NO	N/A	N/A
	Asian	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	1	0	0.0	YES	0.66	0.48	NO	N/A	N/A

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

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

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

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

5 - Based on overall selection rate.

(!) Group with the highest selection/retention rate (i.e., the “Reference Group”)

(*) Highest Rate - All groups will be compared to the "Reference Group"

FOR INTERNAL USE ONLY

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Adverse Impact: All Promotions*

Analysis [1]: Previous Headcounts vs. Promoted (All)

Transaction Period: ***11/01/2021*** ***-*** ***10/31/2022***

Job Group	Category	Available	Promoted	Selection Rate (%)	80% Rule	Stat. Significance Test: Std Dev (Chi-Square)	Stat. Significance Test: Std Dev (F. Exact) [2]	Stat. Significance Test: Impact? Yes/No [3]	Add. # Needed [4]	OFCCP Shortfall [5]
1C - General and Operations Managers	Males (!)	30	1	3.3	NO	N/A	N/A	NO	N/A	N/A
	Females	27	0	0.0	YES	0.95	0.33	NO	N/A	N/A
	White (!)	38	1	2.6	NO	N/A	N/A	NO	N/A	N/A
	Minority	19	0	0.0	YES	0.71	0.43	NO	N/A	N/A
	Afr. Amer.	6	0	0.0	YES	0.40	0.57	NO	N/A	N/A
	Hispanic	2	0	0.0	YES	0.23	0.63	NO	N/A	N/A
	Asian	11	0	0.0	YES	0.54	0.50	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
2A - Faculty	Males (!)	59	7	11.9	NO	N/A	N/A	NO	N/A	N/A
	Females	27	1	3.7	YES	1.20	0.95	NO	N/A	N/A
	White	71	3	4.2	YES	4.67	3.54	YES	15	3
	Minority	15	5	33.3	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	3	0	0.0	YES	1.69	1.56	NO	N/A	N/A
	Hispanic	5	1	20.0	YES	1.28	1.33	NO	N/A	N/A
	Asian (!)	7	4	57.1	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A

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

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

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

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

5 - Based on overall selection rate.

(!) Group with the highest selection/retention rate (i.e., the “Reference Group”)

(*) Highest Rate - All groups will be compared to the "Reference Group"

FOR INTERNAL USE ONLY

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Adverse Impact: All Promotions*

Analysis [1]: Previous Headcounts vs. Promoted (All)

Transaction Period: ***11/01/2021*** ***-*** ***10/31/2022***

Job Group	Category	Available	Promoted	Selection Rate (%)	80% Rule	Stat. Significance Test: Std Dev (Chi-Square)	Stat. Significance Test: Std Dev (F. Exact) [2]	Stat. Significance Test: Impact? Yes/No [3]	Add. # Needed [4]	OFCCP Shortfall [5]
3A - Business and Financial Operations	Males	5	0	0.0	YES	1.06	0.92	NO	N/A	N/A
	Females (!)	21	4	19.0	NO	N/A	N/A	NO	N/A	N/A
	White (!)	11	3	27.3	NO	N/A	N/A	NO	N/A	N/A
	Minority	15	1	6.7	YES	1.43	1.29	NO	N/A	N/A
	Afr. Amer.	3	0	0.0	YES	1.02	0.28	NO	N/A	N/A
	Hispanic	3	0	0.0	YES	1.02	0.28	NO	N/A	N/A
	Asian	7	1	14.3	YES	0.64	0.23	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	2	0	0.0	YES	0.84	0.36	NO	N/A	N/A
3B - Community Service, Legal, Arts	Males	9	0	0.0	YES	0.79	0.40	NO	N/A	N/A
	Females (!)	15	1	6.7	NO	N/A	N/A	NO	N/A	N/A
	White (!)	14	1	7.1	NO	N/A	N/A	NO	N/A	N/A
	Minority	10	0	0.0	YES	0.86	0.37	NO	N/A	N/A
	Afr. Amer.	1	0	0.0	YES	0.27	0.62	NO	N/A	N/A
	Hispanic	4	0	0.0	YES	0.55	0.50	NO	N/A	N/A
	Asian	4	0	0.0	YES	0.55	0.50	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	1	0	0.0	YES	0.27	0.62	NO	N/A	N/A

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

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

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

5 - Based on overall selection rate.

(!) Group with the highest selection/retention rate (i.e., the “Reference Group”)

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FOR INTERNAL USE ONLY

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Adverse Impact: All Promotions*

Analysis [1]: Previous Headcounts vs. Promoted (All)

Transaction Period: ***11/01/2021*** ***-*** ***10/31/2022***

Job Group	Category	Available	Promoted	Selection Rate (%)	80% Rule	Stat. Significance Test: Std Dev (Chi-Square)	Stat. Significance Test: Std Dev (F. Exact) [2]	Impact? Yes/No [3]	Add. # Needed [4]	OFCCP Shortfall [5]
3C - Computer, Engineering, and Science	Males (!)	10	1	10.0	NO	N/A	N/A	NO	N/A	N/A
	Females	4	0	0.0	YES	0.65	0.46	NO	N/A	N/A
	White (!)	7	1	14.3	NO	N/A	N/A	NO	N/A	N/A
	Minority	7	0	0.0	YES	1.03	0.31	NO	N/A	N/A
	Afr. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	1	0	0.0	YES	0.40	0.57	NO	N/A	N/A
	Asian	6	0	0.0	YES	0.96	0.34	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
4A - Clerical and Secretarial	Males	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Females (!)	18	3	16.7	NO	N/A	N/A	NO	N/A	N/A
	White (!)	4	2	50.0	NO	N/A	N/A	NO	N/A	N/A
	Minority	14	1	7.1	YES	2.02	1.90	NO	N/A	N/A
	Afr. Amer.	3	0	0.0	YES	1.44	1.06	NO	N/A	N/A
	Hispanic	6	0	0.0	YES	1.93	1.83	NO	N/A	N/A
	Asian	4	1	25.0	YES	0.73	0.27	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	1	0	0.0	YES	0.91	0.38	NO	N/A	N/A

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

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(!) Group with the highest selection/retention rate (i.e., the “Reference Group”)

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FOR INTERNAL USE ONLY

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Adverse Impact: All Promotions*

Analysis [1]: Previous Headcounts vs. Promoted (All)

Transaction Period: ***11/01/2021*** ***-*** ***10/31/2022***

Job Group	Category	Available	Promoted	Selection Rate (%)	80% Rule	Stat. Significance Test: Std Dev (Chi-Square)	Stat. Significance Test: Std Dev (F. Exact) [2]	Stat. Significance Test: Impact? Yes/No [3]	Add. # Needed [4]	OFCCP Shortfall [5]
7A - Service/Maintenance	Males (!)	18	1	5.6	NO	N/A	N/A	NO	N/A	N/A
	Females	3	0	0.0	YES	0.41	0.56	NO	N/A	N/A
	White (!)	8	1	12.5	NO	N/A	N/A	NO	N/A	N/A
	Minority	13	0	0.0	YES	1.30	1.30	NO	N/A	N/A
	Afr. Amer.	7	0	0.0	YES	0.96	0.34	NO	N/A	N/A
	Hispanic	2	0	0.0	YES	0.52	0.52	NO	N/A	N/A
	Asian	3	0	0.0	YES	0.64	0.47	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	1	0	0.0	YES	0.37	0.58	NO	N/A	N/A
7B - Protective Services	Males (!)	5	1	20.0	NO	N/A	N/A	NO	N/A	N/A
	Females	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	White (!)	3	1	33.3	NO	N/A	N/A	NO	N/A	N/A
	Minority	2	0	0.0	YES	0.91	0.38	NO	N/A	N/A
	Afr. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	1	0	0.0	YES	0.66	0.48	NO	N/A	N/A
	Asian	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	1	0	0.0	YES	0.66	0.48	NO	N/A	N/A

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

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

5 - Based on overall selection rate.

(!) Group with the highest selection/retention rate (i.e., the “Reference Group”)

(*) Highest Rate - All groups will be compared to the "Reference Group"

FOR INTERNAL USE ONLY

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Adverse Impact: Involuntary Terminations*

Analysis [1]: Previous Headcounts vs. Retained (Involuntary)

Transaction Period: 11/01/2021 - 10/31/2022

Job Group	Category	Available	Retained [6]	Selection Rate (%)	80% Rule	Stat. Significance Test: Std Dev (Chi-Square)	Stat. Significance Test: Std Dev (F. Exact) [2]	Stat. Significance Test: Impact? Yes/No [3]	Add. # Needed [4]	OFCCP Shortfall [5]
1C - General and Operations Managers	Males	30	27	90.0	NO	0.34	0.21	NO	N/A	N/A
	Females (!)	27	25	92.6	NO	N/A	N/A	NO	N/A	N/A
	White	38	33	86.8	NO	1.26	0.76	NO	N/A	N/A
	Minority	19	19	100.0	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	6	6	100.0	NO	0.00	0.67	NO	N/A	N/A
	Hispanic	2	2	100.0	NO	0.00	0.67	NO	N/A	N/A
	Asian (!)	11	11	100.0	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
2A - Faculty	Males (!)	59	57	96.6	NO	N/A	N/A	NO	N/A	N/A
	Females	27	26	96.3	NO	0.07	0.28	NO	N/A	N/A
	White	71	70	98.6	NO	0.20	0.64	NO	N/A	N/A
	Minority	15	13	86.7	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer. (!)	3	3	100.0	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	5	4	80.0	NO	0.82	0.40	NO	N/A	N/A
	Asian	7	6	85.7	NO	0.69	0.45	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A

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

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

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

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

5 - Based on overall selection rate.

6 - Negative number indicates that there were more terminations that occurred in the job group than previous headcount.

(!) Group with the highest selection/retention rate (i.e., the "Reference Group")

(*) Highest Rate - All groups will be compared to the "Reference Group"

FOR INTERNAL USE ONLY

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Adverse Impact: Voluntary Terminations*

Analysis [1]: Previous Headcounts vs. Retained (Voluntary)

Transaction Period: ***11/01/2021*** ***-*** ***10/31/2022***

Job Group	Category	Available	Retained [6]	Selection Rate (%)	80% Rule	Stat. Significance Test: Std Dev (Chi-Square)	Stat. Significance Test: Std Dev (F. Exact) [2]	Stat. Significance Test: Impact? Yes/No [3]	Add. # Needed [4]	OFCCP Shortfall [5]
1B - Executive/Administrative and Managerial	Males	2	1	50.0	YES	1.15	0.31	NO	N/A	N/A
	Females (!)	2	2	100.0	NO	N/A	N/A	NO	N/A	N/A
	White	3	2	66.7	YES	0.66	0.48	NO	N/A	N/A
	Minority	1	1	100.0	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Asian (!)	1	1	100.0	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
1C - General and Operations Managers	Males	30	14	46.7	NO	0.39	0.39	NO	N/A	N/A
	Females (!)	27	14	51.9	NO	N/A	N/A	NO	N/A	N/A
	White	38	20	52.6	YES	0.64	0.62	NO	N/A	N/A
	Minority	19	10	52.6	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer. (!)	6	4	66.7	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	2	-2	-100.0	NO	N/A	N/A	NO	N/A	N/A
	Asian	11	6	54.5	NO	0.48	0.22	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A

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5 - Based on overall selection rate.

6 - Negative number indicates that there were more terminations that occurred in the job group than previous headcount.

(!) Group with the highest selection/retention rate (i.e., the “Reference Group”)

(*) Highest Rate - All groups will be compared to the "Reference Group"

FOR INTERNAL USE ONLY

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Adverse Impact: Voluntary Terminations*

Analysis [1]: Previous Headcounts vs. Retained (Voluntary)

Transaction Period: ***11/01/2021*** ***-*** ***10/31/2022***

Job Group	Category	Available	Retained [6]	Selection Rate (%)	80% Rule	Stat. Significance Test: Std Dev (Chi-Square)	Stat. Significance Test: Std Dev (F. Exact) [2]	Stat. Significance Test: Impact? Yes/No [3]	Add. # Needed [4]	OFCCP Shortfall [5]
2A - Faculty	Males	59	15	25.4	YES	3.03	3.02	YES	8	6
	Females (!)	27	16	59.3	NO	N/A	N/A	NO	N/A	N/A
	White	71	24	33.8	YES	1.96	1.82	NO	N/A	N/A
	Minority	15	7	46.7	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	3	0	0.0	YES	2.07	1.53	NO	N/A	N/A
	Hispanic	5	2	40.0	YES	1.08	0.79	NO	N/A	N/A
	Asian (!)	7	5	71.4	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
3A - Business and Financial Operations	Males (!)	5	4	80.0	NO	N/A	N/A	NO	N/A	N/A
	Females	21	11	52.4	YES	1.12	1.16	NO	N/A	N/A
	White	11	8	72.7	YES	1.02	0.28	NO	N/A	N/A
	Minority	15	7	46.7	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	3	1	33.3	YES	1.73	1.03	NO	N/A	N/A
	Hispanic (!)	3	3	100.0	NO	N/A	N/A	NO	N/A	N/A
	Asian	7	2	28.6	YES	2.07	1.53	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	2	1	50.0	YES	1.36	1.28	NO	N/A	N/A

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

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

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

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

5 - Based on overall selection rate.

6 - Negative number indicates that there were more terminations that occurred in the job group than previous headcount.

(!) Group with the highest selection/retention rate (i.e., the “Reference Group”)

(*) Highest Rate - All groups will be compared to the "Reference Group"

FOR INTERNAL USE ONLY

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Adverse Impact: Voluntary Terminations*

Analysis [1]: Previous Headcounts vs. Retained (Voluntary)

Transaction Period: ***11/01/2021*** ***-*** ***10/31/2022***

Job Group	Category	Available	Retained [6]	Selection Rate (%)	80% Rule	Stat. Significance Test: Std Dev (Chi-Square)	Stat. Significance Test: Std Dev (F. Exact) [2]	Stat. Significance Test: Impact? Yes/No [3]	Add. # Needed [4]	OFCCP Shortfall [5]
3B - Community Service, Legal, Arts	Males	9	-3	-33.3	NO	N/A	N/A	NO	N/A	N/A
	Females (!)	15	7	46.7	NO	N/A	N/A	NO	N/A	N/A
	White	14	4	28.6	YES	1.46	1.38	NO	N/A	N/A
	Minority	10	2	20.0	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	1	-2	-200.0	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	4	1	25.0	YES	1.36	1.28	NO	N/A	N/A
	Asian	4	0	0.0	YES	2.23	1.64	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More (!)	1	1	100.0	NO	N/A	N/A	NO	N/A	N/A
3C - Computer, Engineering, and Science	Males (!)	10	8	80.0	NO	N/A	N/A	NO	N/A	N/A
	Females	4	0	0.0	YES	2.73	2.67	YES	2	2
	White	7	1	14.3	YES	3.09	3.00	YES	3	2
	Minority	7	7	100.0	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	1	1	100.0	NO	0.00	0.67	NO	N/A	N/A
	Asian (!)	6	6	100.0	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A

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

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

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

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

5 - Based on overall selection rate.

6 - Negative number indicates that there were more terminations that occurred in the job group than previous headcount.

(!) Group with the highest selection/retention rate (i.e., the “Reference Group”)

(*) Highest Rate - All groups will be compared to the "Reference Group"

FOR INTERNAL USE ONLY

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Adverse Impact: Voluntary Terminations*

Analysis [1]: Previous Headcounts vs. Retained (Voluntary)

Transaction Period: 11/01/2021 - 10/31/2022

Job Group	Category	Available	Retained [6]	Selection Rate (%)	80% Rule	Stat. Significance Test: Std Dev (Chi-Square)	Stat. Significance Test: Std Dev (F. Exact) [2]	Stat. Significance Test: Impact? Yes/No [3]	Add. # Needed [4]	OFCCP Shortfall [5]
3D - Librarian, Curators, and Archivist	Males	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Females (!)	5	4	80.0	NO	N/A	N/A	NO	N/A	N/A
	White (!)	5	4	80.0	NO	N/A	N/A	NO	N/A	N/A
	Minority	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Afr. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Asian	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
3E - Healthcare Practitioner & Tech	Males	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Females (!)	2	1	50.0	NO	N/A	N/A	NO	N/A	N/A
	White (!)	2	1	50.0	NO	N/A	N/A	NO	N/A	N/A
	Minority	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Afr. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Asian	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A

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

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5 - Based on overall selection rate.

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(!) Group with the highest selection/retention rate (i.e., the “Reference Group”)

(*) Highest Rate - All groups will be compared to the "Reference Group"

FOR INTERNAL USE ONLY

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Adverse Impact: Voluntary Terminations*

Analysis [1]: Previous Headcounts vs. Retained (Voluntary)

Transaction Period: ***11/01/2021*** ***-*** ***10/31/2022***

Job Group	Category	Available	Retained [6]	Selection Rate (%)	80% Rule	Stat. Significance Test: Std Dev (Chi-Square)	Stat. Significance Test: Std Dev (F. Exact) [2]	Stat. Significance Test: Impact? Yes/No [3]	Add. # Needed [4]	OFCCP Shortfall [5]
4A - Clerical and Secretarial	Males	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Females (!)	18	11	61.1	NO	N/A	N/A	NO	N/A	N/A
	White (!)	4	3	75.0	NO	N/A	N/A	NO	N/A	N/A
	Minority	14	8	57.1	YES	0.64	0.23	NO	N/A	N/A
	Afr. Amer.	3	2	66.7	NO	0.24	0.36	NO	N/A	N/A
	Hispanic	6	4	66.7	NO	0.28	0.31	NO	N/A	N/A
	Asian	4	2	50.0	YES	0.73	0.27	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	1	0	0.0	YES	1.36	1.28	NO	N/A	N/A
5A - Other Education, Training, and Library Occupations	Males (!)	18	18	100.0	NO	N/A	N/A	NO	N/A	N/A
	Females	10	9	90.0	NO	1.36	1.34	NO	N/A	N/A
	White	12	11	91.7	NO	0.59	0.48	NO	N/A	N/A
	Minority	16	16	100.0	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	1	1	100.0	NO	0.00	0.67	NO	N/A	N/A
	Hispanic	7	7	100.0	NO	0.00	0.67	NO	N/A	N/A
	Asian	4	4	100.0	NO	0.00	0.67	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More (!)	4	4	100.0	NO	N/A	N/A	NO	N/A	N/A

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(!) Group with the highest selection/retention rate (i.e., the "Reference Group")

(*) Highest Rate - All groups will be compared to the "Reference Group"

FOR INTERNAL USE ONLY

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Adverse Impact: Voluntary Terminations*

Analysis [1]: Previous Headcounts vs. Retained (Voluntary)

Transaction Period: ***11/01/2021*** ***-*** ***10/31/2022***

Job Group	Category	Available	Retained [6]	Selection Rate (%)	80% Rule	Stat. Significance Test: Std Dev (Chi-Square)	Stat. Significance Test: Std Dev (F. Exact) [2]	Stat. Significance Test: Impact? Yes/No [3]	Add. # Needed [4]	OFCCP Shortfall [5]
6A - Skilled Crafts	Males (!)	9	5	55.6	NO	N/A	N/A	NO	N/A	N/A
	Females	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	White	4	1	25.0	YES	1.73	1.03	NO	N/A	N/A
	Minority	5	4	80.0	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	1	0	0.0	YES	1.73	1.38	NO	N/A	N/A
	Hispanic	2	2	100.0	NO	0.00	0.67	NO	N/A	N/A
	Asian (!)	2	2	100.0	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
7A - Service/Maintenance	Males (!)	18	14	77.8	NO	N/A	N/A	NO	N/A	N/A
	Females	3	1	33.3	YES	1.57	1.64	NO	N/A	N/A
	White	8	3	37.5	YES	1.18	1.22	NO	N/A	N/A
	Minority	13	12	92.3	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	7	7	100.0	NO	0.00	0.67	NO	N/A	N/A
	Hispanic	2	1	50.0	YES	0.86	0.43	NO	N/A	N/A
	Asian	3	3	100.0	NO	0.00	0.67	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More (!)	1	1	100.0	NO	N/A	N/A	NO	N/A	N/A

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

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

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

5 - Based on overall selection rate.

6 - Negative number indicates that there were more terminations that occurred in the job group than previous headcount.

(!) Group with the highest selection/retention rate (i.e., the “Reference Group”)

(*) Highest Rate - All groups will be compared to the "Reference Group"

FOR INTERNAL USE ONLY

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Adverse Impact: Voluntary Terminations*

Analysis [1]: Previous Headcounts vs. Retained (Voluntary)

Transaction Period: ***11/01/2021*** ***-*** ***10/31/2022***

Job Group	Category	Available	Retained [6]	Selection Rate (%)	80% Rule	Stat. Significance Test: Std Dev (Chi-Square)	Stat. Significance Test: Std Dev (F. Exact) [2]	Impact? Yes/No [3]	Add. # Needed [4]	OFCCP Shortfall [5]
7B - Protective Services	Males (!)	5	3	60.0	NO	N/A	N/A	NO	N/A	N/A
	Females	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	White (!)	3	3	100.0	NO	N/A	N/A	NO	N/A	N/A
	Minority	2	0	0.0	YES	2.23	1.95	NO	N/A	N/A
	Afr. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	1	0	0.0	YES	2.00	1.53	NO	N/A	N/A
	Asian	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	1	0	0.0	YES	2.00	1.53	NO	N/A	N/A
8A - Production, Transport, Mat Mov	Males (!)	6	5	83.3	NO	N/A	N/A	NO	N/A	N/A
	Females	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	White	3	3	100.0	NO	0.00	0.67	NO	N/A	N/A
	Minority	3	2	66.7	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer. (!)	2	2	100.0	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Asian	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	1	0	0.0	YES	1.73	1.38	NO	N/A	N/A

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5 - Based on overall selection rate.

6 - Negative number indicates that there were more terminations that occurred in the job group than previous headcount.

(!) Group with the highest selection/retention rate (i.e., the “Reference Group”)

(*) Highest Rate - All groups will be compared to the "Reference Group"

FOR INTERNAL USE ONLY

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Adverse Impact: All Terminations*

Analysis [1]: Previous Headcounts vs. Retained (All)

Transaction Period: ***11/01/2021*** ***-*** ***10/31/2022***

Job Group	Category	Available	Retained [6]	Selection Rate (%)	80% Rule	Stat. Significance Test: Std Dev (Chi-Square)	Stat. Significance Test: Std Dev (F. Exact) [2]	Stat. Significance Test: Impact? Yes/No [3]	Add. # Needed [4]	OFCCP Shortfall [5]
1B - Executive/Administrative and Managerial	Males	2	1	50.0	YES	1.15	0.31	NO	N/A	N/A
	Females (!)	2	2	100.0	NO	N/A	N/A	NO	N/A	N/A
	White	3	2	66.7	YES	0.66	0.48	NO	N/A	N/A
	Minority	1	1	100.0	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Asian (!)	1	1	100.0	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
1C - General and Operations Managers	Males	30	11	36.7	NO	0.59	0.66	NO	N/A	N/A
	Females (!)	27	12	44.4	NO	N/A	N/A	NO	N/A	N/A
	White	38	15	39.5	YES	1.24	1.04	NO	N/A	N/A
	Minority	19	10	52.6	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer. (!)	6	4	66.7	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	2	-2	-100.0	NO	N/A	N/A	NO	N/A	N/A
	Asian	11	6	54.5	NO	0.48	0.22	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A

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5 - Based on overall selection rate.

6 - Negative number indicates that there were more terminations that occurred in the job group than previous headcount.

(!) Group with the highest selection/retention rate (i.e., the “Reference Group”)

(*) Highest Rate - All groups will be compared to the "Reference Group"

FOR INTERNAL USE ONLY

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Adverse Impact: All Terminations*

Analysis [1]: Previous Headcounts vs. Retained (All)

Transaction Period: ***11/01/2021*** ***-*** ***10/31/2022***

Job Group	Category	Available	Retained [6]	Selection Rate (%)	80% Rule	Stat. Significance Test: Std Dev (Chi-Square)	Stat. Significance Test: Std Dev (F. Exact) [2]	Stat. Significance Test: Impact? Yes/No [3]	Add. # Needed [4]	OFCCP Shortfall [5]
2A - Faculty	Males	59	13	22.0	YES	3.07	3.08	YES	8	6
	Females (!)	27	15	55.6	NO	N/A	N/A	NO	N/A	N/A
	White	71	23	32.4	YES	1.31	1.41	NO	N/A	N/A
	Minority	15	5	33.3	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	3	0	0.0	YES	1.69	1.56	NO	N/A	N/A
	Hispanic	5	1	20.0	YES	1.28	1.33	NO	N/A	N/A
	Asian (!)	7	4	57.1	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
3A - Business and Financial Operations	Males (!)	5	4	80.0	NO	N/A	N/A	NO	N/A	N/A
	Females	21	11	52.4	YES	1.12	1.16	NO	N/A	N/A
	White	11	8	72.7	YES	1.02	0.28	NO	N/A	N/A
	Minority	15	7	46.7	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	3	1	33.3	YES	1.73	1.03	NO	N/A	N/A
	Hispanic (!)	3	3	100.0	NO	N/A	N/A	NO	N/A	N/A
	Asian	7	2	28.6	YES	2.07	1.53	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	2	1	50.0	YES	1.36	1.28	NO	N/A	N/A

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6 - Negative number indicates that there were more terminations that occurred in the job group than previous headcount.

(!) Group with the highest selection/retention rate (i.e., the “Reference Group”)

(*) Highest Rate - All groups will be compared to the "Reference Group"

FOR INTERNAL USE ONLY

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Adverse Impact: All Terminations*

Analysis [1]: Previous Headcounts vs. Retained (All)

Transaction Period: ***11/01/2021*** **-** ***10/31/2022***

Job Group	Category	Available	Retained [6]	Selection Rate (%)	80% Rule	Stat. Significance Test: Std Dev (Chi-Square)	Stat. Significance Test: Std Dev (F. Exact) [2]	Stat. Significance Test: Impact? Yes/No [3]	Add. # Needed [4]	OFCCP Shortfall [5]
3B - Community Service, Legal, Arts	Males	9	-3	-33.3	NO	N/A	N/A	NO	N/A	N/A
	Females (!)	15	7	46.7	NO	N/A	N/A	NO	N/A	N/A
	White	14	4	28.6	YES	1.46	1.38	NO	N/A	N/A
	Minority	10	2	20.0	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	1	-2	-200.0	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	4	1	25.0	YES	1.36	1.28	NO	N/A	N/A
	Asian	4	0	0.0	YES	2.23	1.64	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More (!)	1	1	100.0	NO	N/A	N/A	NO	N/A	N/A
3C - Computer, Engineering, and Science	Males (!)	10	8	80.0	NO	N/A	N/A	NO	N/A	N/A
	Females	4	0	0.0	YES	2.73	2.67	YES	2	2
	White	7	1	14.3	YES	3.09	3.00	YES	3	2
	Minority	7	7	100.0	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	1	1	100.0	NO	0.00	0.67	NO	N/A	N/A
	Asian (!)	6	6	100.0	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A

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FOR INTERNAL USE ONLY

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Adverse Impact: All Terminations*

Analysis [1]: Previous Headcounts vs. Retained (All)

Transaction Period: 11/01/2021 - 10/31/2022

Job Group	Category	Available	Retained [6]	Selection Rate (%)	80% Rule	Stat. Significance Test: Std Dev (Chi-Square)	Stat. Significance Test: Std Dev (F. Exact) [2]	Stat. Significance Test: Impact? Yes/No [3]	Add. # Needed [4]	OFCCP Shortfall [5]
3D - Librarian, Curators, and Archivist	Males	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Females (!)	5	4	80.0	NO	N/A	N/A	NO	N/A	N/A
	White (!)	5	4	80.0	NO	N/A	N/A	NO	N/A	N/A
	Minority	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Afr. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Asian	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
3E - Healthcare Practitioner & Tech	Males	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Females (!)	2	1	50.0	NO	N/A	N/A	NO	N/A	N/A
	White (!)	2	1	50.0	NO	N/A	N/A	NO	N/A	N/A
	Minority	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Afr. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Asian	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A

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FOR INTERNAL USE ONLY

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Adverse Impact: All Terminations*

Analysis [1]: Previous Headcounts vs. Retained (All)

Transaction Period: ***11/01/2021*** ***-*** ***10/31/2022***

Job Group	Category	Available	Retained [6]	Selection Rate (%)	80% Rule	Stat. Significance Test: Std Dev (Chi-Square)	Stat. Significance Test: Std Dev (F. Exact) [2]	Stat. Significance Test: Impact? Yes/No [3]	Add. # Needed [4]	OFCCP Shortfall [5]
4A - Clerical and Secretarial	Males	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Females (!)	18	11	61.1	NO	N/A	N/A	NO	N/A	N/A
	White (!)	4	3	75.0	NO	N/A	N/A	NO	N/A	N/A
	Minority	14	8	57.1	YES	0.64	0.23	NO	N/A	N/A
	Afr. Amer.	3	2	66.7	NO	0.24	0.36	NO	N/A	N/A
	Hispanic	6	4	66.7	NO	0.28	0.31	NO	N/A	N/A
	Asian	4	2	50.0	YES	0.73	0.27	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	1	0	0.0	YES	1.36	1.28	NO	N/A	N/A
5A - Other Education, Training, and Library Occupations	Males (!)	18	18	100.0	NO	N/A	N/A	NO	N/A	N/A
	Females	10	9	90.0	NO	1.36	1.34	NO	N/A	N/A
	White	12	11	91.7	NO	0.59	0.48	NO	N/A	N/A
	Minority	16	16	100.0	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	1	1	100.0	NO	0.00	0.67	NO	N/A	N/A
	Hispanic	7	7	100.0	NO	0.00	0.67	NO	N/A	N/A
	Asian	4	4	100.0	NO	0.00	0.67	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More (!)	4	4	100.0	NO	N/A	N/A	NO	N/A	N/A

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FOR INTERNAL USE ONLY

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Adverse Impact: All Terminations*

Analysis [1]: Previous Headcounts vs. Retained (All)

Transaction Period: ***11/01/2021*** ***-*** ***10/31/2022***

Job Group	Category	Available	Retained [6]	Selection Rate (%)	80% Rule	Stat. Significance Test: Std Dev (Chi-Square)	Stat. Significance Test: Std Dev (F. Exact) [2]	Impact? Yes/No [3]	Add. # Needed [4]	OFCCP Shortfall [5]
6A - Skilled Crafts	Males (!)	9	5	55.6	NO	N/A	N/A	NO	N/A	N/A
	Females	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	White	4	1	25.0	YES	1.73	1.03	NO	N/A	N/A
	Minority	5	4	80.0	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	1	0	0.0	YES	1.73	1.38	NO	N/A	N/A
	Hispanic	2	2	100.0	NO	0.00	0.67	NO	N/A	N/A
	Asian (!)	2	2	100.0	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
7A - Service/Maintenance	Males (!)	18	14	77.8	NO	N/A	N/A	NO	N/A	N/A
	Females	3	1	33.3	YES	1.57	1.64	NO	N/A	N/A
	White	8	3	37.5	YES	1.18	1.22	NO	N/A	N/A
	Minority	13	12	92.3	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	7	7	100.0	NO	0.00	0.67	NO	N/A	N/A
	Hispanic	2	1	50.0	YES	0.86	0.43	NO	N/A	N/A
	Asian	3	3	100.0	NO	0.00	0.67	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More (!)	1	1	100.0	NO	N/A	N/A	NO	N/A	N/A

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FOR INTERNAL USE ONLY

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Adverse Impact: All Terminations*

Analysis [1]: Previous Headcounts vs. Retained (All)

Transaction Period: ***11/01/2021*** ***-*** ***10/31/2022***

Job Group	Category	Available	Retained [6]	Selection Rate (%)	80% Rule	Stat. Significance Test: Std Dev (Chi-Square)	Stat. Significance Test: Std Dev (F. Exact) [2]	Impact? Yes/No [3]	Add. # Needed [4]	OFCCP Shortfall [5]
7B - Protective Services	Males (!)	5	3	60.0	NO	N/A	N/A	NO	N/A	N/A
	Females	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	White (!)	3	3	100.0	NO	N/A	N/A	NO	N/A	N/A
	Minority	2	0	0.0	YES	2.23	1.95	NO	N/A	N/A
	Afr. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	1	0	0.0	YES	2.00	1.53	NO	N/A	N/A
	Asian	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	1	0	0.0	YES	2.00	1.53	NO	N/A	N/A
8A - Production, Transport, Mat Mov	Males (!)	6	5	83.3	NO	N/A	N/A	NO	N/A	N/A
	Females	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	White	3	3	100.0	NO	0.00	0.67	NO	N/A	N/A
	Minority	3	2	66.7	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer. (!)	2	2	100.0	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Asian	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	1	0	0.0	YES	1.73	1.38	NO	N/A	N/A

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California State University, Maritime Academy

Snapshot Date: 11/01/2022

Compensation Equity Analysis

					Raw Data			Expected Pay[1]		
Job Group	Category	Count	Avg. Annual Salary	Avg. Tenure	Impacted Group	Diff (%)	Diff ($)	Impacted Group	Diff (%)[2]	Diff ($)[3]
1A - President	Male	1	$291,324	10.3						
	Female	0								
	White	1	$291,324	10.3						
	Minority	0								
1B - Executive/Administrative and Managerial	Male	1	$197,868	8.0	Male	9.9%	$19,632	Male	23.1%	$59,526
	Female	2	$217,500	2.3						
	White	2	$217,500	2.3	Minority	9.9%	$19,632	Minority	23.1%	$59,526
	Minority	1	$197,868	8.0						
1C - General and Operations Managers	Male	26	$123,776	4.4	Male	1.9%	$2,359	Female	1.8%	$2,347
	Female	26	$126,136	5.7						
	White	32	$123,728	4.8	White	2.6%	$3,193	White	0.5%	$561
	Minority	20	$126,921	5.5						
2A - Faculty	Male	51	$101,812	9.8	Female	12.8%	$11,556	Female	4.9%	$4,692
	Female	25	$90,256	7.5						
	White	64	$97,770	9.2	White	1.6%	$1,526	White	3.9%	$3,969
	Minority	12	$99,296	8.4						
3A - Business and Financial Operations	Male	5	$76,922	3.4	Female	9.9%	$6,949	Female	15.4%	$12,785
	Female	21	$69,974	5.9						
	White	11	$72,820	7.8	Minority	3.7%	$2,618	White	8.1%	$6,426
	Minority	15	$70,202	3.7						
3B - Community Service, Legal, Arts	Male	7	$67,853	3.0	Female	10.1%	$6,241	Female	13.6%	$9,726
	Female	12	$61,612	4.7						
	White	11	$66,179	4.7	Minority	8.9%	$5,385	Minority	4.3%	$2,734
	Minority	8	$60,794	3.3						

1 - Expected Pay is pay after accounting for tenure differences.

2 - Expected Pay Diff (%) is the percent difference between Expected Pay and the average amount that the negatively impacted group is currently earning.

3 - Expected Pay Diff ($) is the gap between the Expected Pay and the average amount that the negatively impacted group is currently earning.

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California State University, Maritime Academy

Snapshot Date: 11/01/2022

Compensation Equity Analysis

					Raw Data			Expected Pay[1]		
Job Group	Category	Count	Avg. Annual Salary	Avg. Tenure	Impacted Group	Diff (%)	Diff ($)	Impacted Group	Diff (%)[2]	Diff ($)[3]
3C - Computer, Engineering, and Science	Male	10	$99,839	8.3	Female	29.5%	$22,763	Female	7.8%	$6,504
	Female	4	$77,076	2.3						
	White	5	$99,638	7.9	Minority	10.9%	$9,805	Minority	4.1%	$3,810
	Minority	9	$89,833	5.8						
3D - Librarian, Curators, and Archivist	Male	0								
	Female	6	$67,820	3.4						
	White	6	$67,820	3.4						
	Minority	0								
3E - Healthcare Practitioner & Tech	Male	0								
	Female	2	$83,700	3.1						
	White	2	$83,700	3.1						
	Minority	0								
4A - Clerical and Secretarial	Male	2	$52,800	0.1	Male	11.0%	$5,818	Female	4.7%	$2,905
	Female	11	$58,618	5.3						
	White	2	$67,272	2.9	Minority	20.2%	$11,285	Minority	21.3%	$15,154
	Minority	11	$55,987	4.8						
5A - Other Education, Training, and Library Occupations	Male	2	$56,898	2.9	Male	15.3%	$8,730	Female	35.2%	$35,695
	Female	1	$65,628	22.4						
	White	2	$57,612	12.9	White	11.4%	$6,588	White	34.5%	$30,299
	Minority	1	$64,200	2.3						
6A - Skilled Crafts	Male	8	$66,084	10.6						
	Female	0								
	White	2	$72,096	6.5	Minority	12.5%	$8,016	Minority	24.5%	$20,742
	Minority	6	$64,080	12.0						

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FOR INTERNAL USE ONLY

California State University, Maritime Academy

Snapshot Date: 11/01/2022

Compensation Equity Analysis

					Raw Data			Expected Pay[1]		
Job Group	Category	Count	Avg. Annual Salary	Avg. Tenure	Impacted Group	Diff (%)	Diff ($)	Impacted Group	Diff (%)[2]	Diff ($)[3]
7A - Service/Maintenance	Male	14	$43,969	6.5	Male	8.1%	$3,575	Male	12.2%	$6,134
	Female	1	$47,544	4.8						
	White	5	$43,982	4.7	White	0.8%	$337	Minority	6.5%	$3,093
	Minority	10	$44,320	7.3						
7B - Protective Services	Male	6	$88,554	6.3	Female	8.0%	$6,582	Male	7.6%	$7,317
	Female	1	$81,972	1.0						
	White	4	$87,195	7.2	White	1.1%	$977	White	12.1%	$11,950
	Minority	3	$88,172	3.3						
7C - Service Occupations - Health Support	Male	0								
	Female	2	$45,918	8.5						
	White	0								
	Minority	2	$45,918	8.5						
8A - Production, Transport, Mat Mov	Male	6	$74,264	7.9						
	Female	0								
	White	3	$75,488	11.9	Minority	3.4%	$2,448	White	18.4%	$16,992
	Minority	3	$73,040	3.9						

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Executive Summary of Affirmative Action Plan Results

California State University, Maritime Academy

Summary of Goals and Adverse Impact:

The following table contains the results of the utilization and adverse impact analyses conducted for the 2022 Affirmative Action Plans (AAPs) for California State University, Maritime Academy. For each analysis, only job groups with potential problem areas (i.e., underutilization or statistically significant findings in a selection procedure) against women and/or total minorities are listed within each AAP.

Placement Goals Summary:

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

Adverse Impact:

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

California State University, Maritime Academy
Executive Summary

Snapshot Date: 11/1/2022
Transaction Period: 11/1/2021 - 10/31/2022

Job Group	Category	Incumbency (%)	Availability (%)	Utilization SF (#)	Adverse Impact Analyses													
					Hires		Promotions (Comp.)		Promotions (Non-Comp.)		Promotions (All)		Terminations (Involuntary)		Terminations (Voluntary)		Terminations (All)	
					SD	SF	SD	SF	SD	SF	SD	SF	SD	SF	SD	SF	SD	SF
California State University, Maritime Academy																		
1C - General and Operations Managers	Males	Not applicable			N	N	-	-	(!)	(!)	(!)	(!)	N	N	N	N	N	N
	Females	50.0%	64.4%	7	(!)	(!)	-	-	N	N	N	N	(!)	(!)	(!)	(!)	(!)	(!)
	White	Not applicable			2.78	2	-	-	(!)	(!)	(!)	(!)	N	N	N	N	N	N
	Minority	38.5%	33.1%	N	N	N	-	-	N	N	N	N	N	N	N	N	N	N
	Afr. Amer.	13.5%	13.1%	N	2.59	2	-	-	N	N	N	N	N	N	(!)	(!)	(!)	(!)
	Hispanic	3.8%	10.1%	3	(!)	(!)	-	-	N	N	N	N	N	N	N	N	N	N
	Asian	19.2%	6.7%	N	2.13	2	-	-	N	N	N	N	(!)	(!)	N	N	N	N
	Nat. Amer.	0.0%	0.3%	N	N	N	-	-	N	N	N	N	N	N	N	N	N	N
	NHOPI	0.0%	1.0%	N	N	N	-	-	N	N	N	N	N	N	N	N	N	N
	Two or More	1.9%	1.9%	N	N	N	-	-	N	N	N	N	N	N	N	N	N	N
2A - Faculty	Males	Not applicable			N	N	-	-	(!)	(!)	(!)	(!)	(!)	(!)	3.02	6	3.08	6
	Females	32.9%	51.3%	13	(!)	(!)	-	-	N	N	N	N	N	N	(!)	(!)	(!)	(!)
	White	Not applicable			(!)	(!)	-	-	3.54	3	3.54	3	N	N	N	N	N	N
	Minority	15.8%	30.8%	11	N	N	-	-	N	N	N	N	N	N	N	N	N	N
	Afr. Amer.	2.6%	4.9%	1	N	N	-	-	N	N	N	N	(!)	(!)	N	N	N	N
	Hispanic	5.3%	11.4%	4	N	N	-	-	N	N	N	N	N	N	N	N	N	N
	Asian	7.9%	10.9%	2	N	N	-	-	(!)	(!)	(!)	(!)	N	N	(!)	(!)	(!)	(!)
	Nat. Amer.	0.0%	0.5%	N	N	N	-	-	N	N	N	N	N	N	N	N	N	N
	NHOPI	0.0%	0.1%	N	N	N	-	-	N	N	N	N	N	N	N	N	N	N
	Two or More	0.0%	3.1%	2	N	N	-	-	N	N	N	N	N	N	N	N	N	N
3A - Business and Financial Operations	Males	Not applicable			1.96	2	N	N	N	N	N	N	-	-	(!)	(!)	(!)	(!)
	Females	80.8%	61.8%	N	(!)	(!)	(!)	(!)	(!)	(!)	(!)	(!)	-	-	N	N	N	N
	White	Not applicable			2.85	2	(!)	(!)	(!)	(!)	(!)	(!)	-	-	N	N	N	N
	Minority	57.7%	48.7%	N	N	N	N	N	N	N	N	N	-	-	N	N	N	N
	Afr. Amer.	7.7%	9.7%	N	2.50	2	N	N	N	N	N	N	-	-	N	N	N	N
	Hispanic	23.1%	13.6%	N	(!)	(!)	N	N	N	N	N	N	-	-	(!)	(!)	(!)	(!)
	Asian	23.1%	21.3%	N	N	N	N	N	N	N	N	N	-	-	N	N	N	N
	Nat. Amer.	0.0%	0.1%	N	N	N	N	N	N	N	N	N	-	-	N	N	N	N
	NHOPI	0.0%	0.0%	N	N	N	N	N	N	N	N	N	-	-	N	N	N	N
	Two or More	3.8%	4.2%	N	N	N	N	N	N	N	N	N	-	-	N	N	N	N

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California State University, Maritime Academy
Executive Summary

Snapshot Date: 11/1/2022
Transaction Period: 11/1/2021 - 10/31/2022

Job Group	Category	Incumbency (%)	Availability (%)	Utilization SF (#)	Adverse Impact Analyses													
					Hires		Promotions (Comp.)		Promotions (Non-Comp.)		Promotions (All)		Terminations (Involuntary)		Terminations (Voluntary)		Terminations (All)	
					SD	SF	SD	SF	SD	SF	SD	SF	SD	SF	SD	SF	SD	SF
California State University, Maritime Academy (continued)																		
3B - Community Service, Legal, Arts	Males	Not applicable			N	N	-	-	N	N	N	N	-	-	N	N	N	N
	Females	63.2%	74.0%	2	(!)	(!)	-	-	(!)	(!)	(!)	(!)	-	-	(!)	(!)	(!)	(!)
	White	Not applicable			N	N	-	-	(!)	(!)	(!)	(!)	-	-	N	N	N	N
	Minority	42.1%	54.0%	2	N	N	-	-	N	N	N	N	-	-	N	N	N	N
	Afr. Amer.	0.0%	13.5%	2	N	N	-	-	N	N	N	N	-	-	N	N	N	N
	Hispanic	15.8%	21.3%	1	N	N	-	-	N	N	N	N	-	-	N	N	N	N
	Asian	15.8%	13.6%	N	N	N	-	-	N	N	N	N	-	-	N	N	N	N
	Nat. Amer.	5.3%	0.1%	N	(!)	(!)	-	-	N	N	N	N	-	-	N	N	N	N
	NHOPI	0.0%	1.0%	N	N	N	-	-	N	N	N	N	-	-	N	N	N	N
	Two or More	5.3%	4.5%	N	N	N	-	-	N	N	N	N	-	-	(!)	(!)	(!)	(!)
3C - Computer, Engineering, and Science	Males	Not applicable			N	N	-	-	(!)	(!)	(!)	(!)	-	-	(!)	(!)	(!)	(!)
	Females	28.6%	43.2%	2	(!)	(!)	-	-	N	N	N	N	-	-	2.67	2	2.67	2
	White	Not applicable			N	N	-	-	(!)	(!)	(!)	(!)	-	-	3.00	2	3.00	2
	Minority	64.3%	59.1%	N	N	N	-	-	N	N	N	N	-	-	N	N	N	N
	Afr. Amer.	0.0%	13.7%	1	N	N	-	-	N	N	N	N	-	-	N	N	N	N
	Hispanic	14.3%	17.5%	N	(!)	(!)	-	-	N	N	N	N	-	-	N	N	N	N
	Asian	50.0%	24.4%	N	N	N	-	-	N	N	N	N	-	-	(!)	(!)	(!)	(!)
	Nat. Amer.	0.0%	0.1%	N	N	N	-	-	N	N	N	N	-	-	N	N	N	N
	NHOPI	0.0%	0.4%	N	N	N	-	-	N	N	N	N	-	-	N	N	N	N
	Two or More	0.0%	3.0%	N	N	N	-	-	N	N	N	N	-	-	N	N	N	N
3D - Librarian, Curators, and Archivist	Males	Not applicable			N	N	-	-	-	-	-	-	-	-	N	N	N	N
	Females	100.0%	78.2%	N	(!)	(!)	-	-	-	-	-	-	-	-	(!)	(!)	(!)	(!)
	White	Not applicable			(!)	(!)	-	-	-	-	-	-	-	-	(!)	(!)	(!)	(!)
	Minority	0.0%	30.4%	1	N	N	-	-	-	-	-	-	-	-	N	N	N	N
	Afr. Amer.	0.0%	4.4%	N	N	N	-	-	-	-	-	-	-	-	N	N	N	N
	Hispanic	0.0%	11.2%	N	N	N	-	-	-	-	-	-	-	-	N	N	N	N
	Asian	0.0%	6.4%	N	N	N	-	-	-	-	-	-	-	-	N	N	N	N
	Nat. Amer.	0.0%	1.3%	N	N	N	-	-	-	-	-	-	-	-	N	N	N	N
	NHOPI	0.0%	0.8%	N	N	N	-	-	-	-	-	-	-	-	N	N	N	N
	Two or More	0.0%	6.3%	N	N	N	-	-	-	-	-	-	-	-	N	N	N	N

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Executive Summary

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Job Group	Category	Incumbency (%)	Availability (%)	Utilization SF (#)	Adverse Impact Analyses													
					Hires		Promotions (Comp.)		Promotions (Non-Comp.)		Promotions (All)		Terminations (Involuntary)		Terminations (Voluntary)		Terminations (All)	
					SD	SF	SD	SF	SD	SF	SD	SF	SD	SF	SD	SF	SD	SF
California State University, Maritime Academy (continued)																		
4A - Clerical and Secretarial	Males	Not applicable			(!)	(!)	-	-	N	N	N	N	-	-	N	N	N	N
	Females	84.6%	88.2%	N	2.14	1	-	-	(!)	(!)	(!)	(!)	-	-	(!)	(!)	(!)	(!)
	White	Not applicable			2.33	1	-	-	(!)	(!)	(!)	(!)	-	-	(!)	(!)	(!)	(!)
	Minority	84.6%	64.3%	N	N	N	-	-	N	N	N	N	-	-	N	N	N	N
	Afr. Amer.	30.8%	19.5%	N	2.12	1	-	-	N	N	N	N	-	-	N	N	N	N
	Hispanic	46.2%	29.8%	N	(!)	(!)	-	-	N	N	N	N	-	-	N	N	N	N
	Asian	7.7%	11.3%	N	2.82	1	-	-	N	N	N	N	-	-	N	N	N	N
	Nat. Amer.	0.0%	0.7%	N	N	N	-	-	N	N	N	N	-	-	N	N	N	N
	NHOPI	0.0%	0.3%	N	N	N	-	-	N	N	N	N	-	-	N	N	N	N
	Two or More	0.0%	2.8%	N	N	N	-	-	N	N	N	N	-	-	N	N	N	N
7A - Service/Maintenance	Males	Not applicable			(!)	(!)	N	N	-	-	(!)	(!)	-	-	(!)	(!)	(!)	(!)
	Females	6.7%	30.5%	3	N	N	N	N	-	-	N	N	-	-	N	N	N	N
	White	Not applicable			N	N	N	N	-	-	(!)	(!)	-	-	N	N	N	N
	Minority	66.7%	71.5%	N	N	N	N	N	-	-	N	N	-	-	N	N	N	N
	Afr. Amer.	46.7%	24.7%	N	(!)	(!)	N	N	-	-	N	N	-	-	N	N	N	N
	Hispanic	6.7%	31.8%	3	N	N	N	N	-	-	N	N	-	-	N	N	N	N
	Asian	13.3%	12.1%	N	N	N	N	N	-	-	N	N	-	-	N	N	N	N
	Nat. Amer.	0.0%	0.1%	N	N	N	N	N	-	-	N	N	-	-	N	N	N	N
	NHOPI	0.0%	0.6%	N	N	N	N	N	-	-	N	N	-	-	N	N	N	N
	Two or More	0.0%	2.2%	N	N	N	N	N	-	-	N	N	-	-	(!)	(!)	(!)	(!)
8A - Production, Transport, Mat Mov	Males	Not applicable			-	-	-	-	-	-	-	-	-	-	(!)	(!)	(!)	(!)
	Females	0.0%	9.6%	N	-	-	-	-	-	-	-	-	-	-	N	N	N	N
	White	Not applicable			-	-	-	-	-	-	-	-	-	-	N	N	N	N
	Minority	50.0%	59.0%	N	-	-	-	-	-	-	-	-	-	-	N	N	N	N
	Afr. Amer.	33.3%	3.4%	N	-	-	-	-	-	-	-	-	-	-	(!)	(!)	(!)	(!)
	Hispanic	0.0%	31.2%	1	-	-	-	-	-	-	-	-	-	-	N	N	N	N
	Asian	16.7%	21.0%	N	-	-	-	-	-	-	-	-	-	-	N	N	N	N
	Nat. Amer.	0.0%	0.4%	N	-	-	-	-	-	-	-	-	-	-	N	N	N	N
	NHOPI	0.0%	0.1%	N	-	-	-	-	-	-	-	-	-	-	N	N	N	N
	Two or More	0.0%	2.8%	N	-	-	-	-	-	-	-	-	-	-	N	N	N	N

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Appendix A

Potential Problem Areas and Sample[1] Recommended Actions

Analyses		Sample Recommended Actions
Placement Goals		• Inform Hiring Managers/Recruiters of AAP goals for women and minorities. ► Do not allow recruiters or managers to "leap frog" more qualified men/whites with lesser qualified women/minorities: Qualifications should be the key focus. • Make sure to regularly evaluate the company's good faith efforts and make changes if the programs are not effective. • Goals should be addressed through outreach and recruitment, not through hiring decisions. If you are underutilized in women/minorities, then enhance your qualified applicant pool.
Adverse Impact	**Hires**	• Review the applicant file and refine the data based on the internet applicant definition. Examples: ► Only include applicants who are associated with the hires in the plan. ► Applicants do not belong in the file if they applied for a position ***after*** the last hire in the 12-month plan period. ► Applicants should only be listed once unless they applied for and were considered for more than one position. ► A hired candidate's race and gender should be reconciled against the original applicant file. • Inform Hiring Managers/Recruiters of the adverse impact. ► Do not require numerical results for Hiring Managers/Recruiters, rather inform them regarding issues and make recommendations. ► Train all managers/recruiters on the selection process policy. ► Train all managers/recruiters on proper use of disposition codes for applicants. ► Hold managers/recruiters accountable for all selection decisions. ► DOCUMENTATION is KEY! • Review the Selection Processes. ► Ensure that all selection processes are validated. ► Ensure that selection processes are consistently applied.
	Promotions	• Inform Managers/Recruiters of any jobs that have adverse impact. ► Train all managers/recruiters on the selection process policy. ► Hold managers/recruiters accountable to justify all promotion decisions. ► DOCUMENTATION is KEY! • Review Selection Processes. ► Ensure all selection processes are validated. ► Ensure selection processes are consistently applied.
	Terminations	• Inform Managers of any jobs that have adverse impact. ► Train all managers on the selection process. ► Hold managers accountable to justify termination decisions. ► DOCUMENTATION is KEY! • Conduct a reduction in force (RIF) analysis prior to making termination decisions. • Conduct an investigation as to why employees choose to leave the company (e.g., exit interview).
Compensation		• Encourage a proactive analysis with executive and legal counsel approval. • Conduct either proactive or reactive analyses. • Conduct a Cohort analysis (i.e., file-by-file comparison). • Create an analysis strategy. ► Identify the factors/variables that affect compensation. ► Perform t-test, where applicable. ► Perform regression analyses, where applicable. • Contact a Consultant/Compensation expert to conduct a more in-depth compensation analysis.

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