EXECUTIVE ORDER 11246 AFFIRMATIVE ACTION PLAN (AAP)

for

California State University, Chico
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Chico, CA 95929
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November 1, 2023 – October 31, 2024

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PART I: AAP FOR WOMEN AND PEOPLE OF COLOR

PART II: AAP FOR PROTECTED VETERANS
AND INDIVIDUALS WITH DISABILITIES

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

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INTRODUCTION TO PARTS I AND II

BACKGROUND

California State University, Chico ("Chico State"), founded in 1887, is one of 23 campuses that make the California State University ("CSU") system. Chico State is one of the oldest postsecondary institutions in California and is among the most highly ranked public universities in the west. Chico State is devoted to student learning and success and holds dear the values of multicultural respect, awareness, and understanding. Chico State pursues diversity as a community to form, not just as an idea to embrace, and is committed to cultivating a culturally inclusive environment where diversity of thought and expression are valued, respected, appreciated, and celebrated.

Chico State is a federal government supply and service contractor subject to the affirmative action requirements of Executive Order 11246, Section 503 of the Rehabilitation Act of 1973 as amended, Section 4212 of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, and their implementing regulations, which are enforced by the Department of Labor's Office of Federal Contract Compliance Programs (OFCCP). Because Chico State has at least one qualifying federal contract valued at $50,000 or more and employs 50 or more employees, we are required to prepare annual written Affirmative Action Plans (AAP's) for women and people of color (POC), and for individuals with disabilities. Because we have at least one qualifying federal contract valued at $150,000 or more and employ 50 or more employees, we are required to prepare annual AAPs for protected veterans.

"Affirmative action" is a term that encompasses any measure adopted by an employer to ensure equal employment opportunity.

APPLICABLE AFFIRMATIVE ACTION LAWS AND REGULATIONS

Chico State's AAP for women and POC (Part I) has been prepared according to Executive Order No. 11246, as amended, and Title 41, Code of Federal Regulations (C.F.R.), Part 60-1 (Equal Employment Opportunity Duties of Government Contractors), Part 60-2 (Affirmative Action Programs of Government Non-Construction Contractors), and Part 60-20 (Sex Discrimination Guidelines for Government Contractors).

Chico State has developed separately an affirmative action plan for protected veterans and individuals with disabilities (Part II) prepared in accordance with Section 503 of the Rehabilitation Act of 1973, as amended, 41 C.F.R. § 60-741 (Affirmative Action Program for Individuals with Disabilities), Section 4212 of the Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRAA), as amended, and 41 C.F.R. § 60-300 (Affirmative Action Program for protected veterans).

Under Section 503, a business with a federal contract (or subcontract) valued at more than $15,000 is required to treat qualified individuals with disabilities without discrimination on the basis of their physical or mental disability in all employment practices, and to take affirmative action to employ and advance in employment individuals with disabilities. If Chico State has at

least 50 employees and a single contract valued at $50,000 or more, then it must also develop a Section 503 AAP, as described in 41 C.F.R. § 60-741, Subpart C. Section 503 applies to businesses with "direct" federal construction contracts, but not to businesses with federally assisted construction contracts.

Under VEVRAA, a business with a federal contract (or subcontract) valued at $150,000 or more is required to treat qualified individuals without discrimination based on their status as a protected veteran in all employment practices, and to take affirmative action to employ and advance in employment protected veterans. If such a company has at least 50 employees then it must also develop a VEVRAA AAP, as described in 41 C.F.R. § 60-300, Subpart C. VEVRAA applies to businesses with "direct" federal construction contracts, but not to businesses with federally assisted construction contracts.

COVERED GROUPS UNDER AFFIRMATIVE ACTION LAWS AND REGULATIONS

Coverage under affirmative action laws and regulations applies to:

Women, and people of color (POC) who are recognized as belonging to or identifying with the following race or ethnic groups: Hispanic or Latino, Black or African American, Asian, Native Hawaiian or Pacific Islander, or "Two or More" races. Note that OFCCP's regulations contain different race/ethnicity categories, but the agency has long accepted reporting and analyses based on the race/ethnicity categories used for EEO-1 reporting purposes.

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

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 Chico State'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 Chico State 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 41 C.F.R. § 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 Chico State 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.

CHICO STATE

AFFIRMATIVE ACTION PLAN

PART I: AFFIRMATIVE ACTION PLAN WOMEN AND PEOPLE OF COLOR

NOVEMBER, 1 2023 – OCTOBER 31, 2024

PART I

AAP FOR WOMEN AND PEOPLE OF COLOR
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ADDITIONAL REQUIRED ELEMENTS OF AFFIRMATIVE ACTION PROGRAMS

APPENDIXES

PART I: AAP FOR WOMEN AND PEOPLE OF COLOR

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

<u>**Workforce Analysis**</u>

Chico State conducted a Workforce Analysis to identify employees by gender and race/ethnicity in each job title. The data was collected from payroll records as of the October 31, 2023.

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, Chico State identified the total number of employees, the number of male and female employees, the total number of POC employees, the male and female POC 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.

The Workforce Analysis is included below as Appendix A1.

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

After the Workforce Analysis was completed, job titles were grouped into AAP job groups for the express purpose of comparing incumbency to availability and for setting placement goals. Chico State reserves the right to determine whether and to what extent AAP job groups are appropriate groupings for the purpose of other comparisons and analyses.

AAP job groups should have enough incumbents to permit meaningful comparisons of incumbency to availability and goal setting. Ideally, if a placement goal is established for an AAP job group, 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 women or POC already employed in the job group.

Chico State 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 women or POC are concentrated with jobs in which they are underrepresented).

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

The AAP job groups are listed on the Job Group Analysis report by name and number. The report lists each Company job title in each AAP job group. For each Company job title, the report also provides the following information: EEO reporting category, employee headcounts, and overall percentages by gender and race/ethnicity as of October 31, 2023.

The Job Group Analysis is included below as Appendix B.

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 Chico State 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 Chico State'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 2006-2010 American Community Survey (ACS) Census of Population data.
   A. Local Labor Area (LLA): an "applicant/employee" Zip Code Analysis was used to identify the most precise LLA for Chico State. The final LLA met the following two conditions: 1) it includes all counties/county sets where 5% or more of the employees/applicants 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%.
      i. For the Administrator (R1) job group, the applicant zip code data used for analysis was limited to information gathered from applicants who applied for a job within the Administrator (R1) job group.
      ii. California census data was applied as the LLA to the following job groups:
         1. Executive (G1); Medical Services (I1); Professional Services (M1); Instructional (J2); Student Services (O1)
   B. Reasonable Labor Area:
      i. National census data was applied to the following job groups as the Reasonable Labor Area: Executive (G1); Medical Services (I1); Instructional Administration (J1); and Instructional (J2); Professional Services (M1); Student Services (O1); and Administrator (R1). California census data was used for all other job groups.
      ii. In addition, for the Instructional (J2) job group, we also used Instructional (J2) applicant zip code data for analysis.

2. Feeders
   A. Feeders are jobs or job groups that "feed" into a given job group and help us determine the percentage of minorities or women among those promotable, transferable, and trainable within the organization. The following job groups has feeders assigned from promotions data:
      i. Grounds Maintenance and General Labor (B4); Mechanical Equipment Operation and Maintenance (B6); Secretarial (C1); Fiscal Clerical (C4); Systems Analysis (F2); Programming (F3); Administrative and Program Management Support (H1); Public Information (H6); Para-Medical Services (I2); Student Services (O1); Technical Support Services (P1); and Administrator (R1)
3. Additional Availability
   A. External: an external additional availability source can include local trade schools, community colleges, job services, or other sources of people trained in specific skills
      i. External Additional Availability was applied to the following job groups:
         1. Instructional (J2)
            a. [Survey of Earned Doctorates (SED) (2020)](#) (tables 20 and 21)
         2. Administrator (R1)
            a. California census data for following managerial occupations:
               General and Operations Managers; Public Relations and Fundraising Managers; Administrative Services Managers; Computer and Information Systems Managers; Financial Managers; Compensation and Benefits Managers; Human Resources Managers; Training and Development Managers; Purchasing Managers; Transportation, Storage, and Distribution Managers; Construction Managers; Education Administrators; Architectural and Engineering Managers
   B. Internal: an internal availability source is usually internal training if the training is required or desirable for promotion/transfer to a specific job
      i. *Internal Additional Availability* was applied to the following job group:
         1. Instructional Administration (J1)
            a. Current tenure track faculty.

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

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

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

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[1] In most cases, the final availability report (and most other technical reports in this AAP) only includes data/information for females and POC 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, Chico State compared the percentage of incumbents in each job group to their corresponding availability. A comparison was made between the percentage employed as of October 31, 2023 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

Chico State has established an annual percentage placement goal whenever it found that female or POC 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 POC, as appropriate for that job group. These goals take into account the availability of basically qualified persons in the relevant labor area. They also take into account anticipated employment opportunities with our organization. Goals are not rigid and inflexible quotas which must be met, but are instead targets reasonably attainable by means of applying every good faith effort to make all aspects of the entire AAP work. These goals will be reached primarily through recruiting and advertising to increase the pool of qualified female and POC 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 Chico State hire a specified number of women or POC.

A goal is a guidepost against which Chico State, a community group, or a compliance agency can measure progress in remedying identified deficiencies in Chico State's workforce. By setting realistic goals, Chico State should be able to meet the goals, assuming we conduct effective recruitment and advertising efforts to ensure an adequate pool of qualified female and/or POC 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, Chico State 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 of Human Resources, and those employed as supervisors and managers have undertaken the responsibilities described below. This AAP Plan Year, the Associate Vice President of Human Resources will be designated as the Affirmative Action Officer, which will assume the responsibilities of both roles.

President

The primary responsibility and accountability for implementing the AAP rests with the President. This person is responsible, through the Associate Vice President of Human Resources, for adherence to Chico State's policy of equal employment opportunity and affirmative action. This role includes, but is not limited to, the following duties:

1.   Designate appropriate personnel with the responsibility for overseeing, administering, implementing, and monitoring Chico State's AAP. Ensure that these personnel are identified in writing by name and job title.

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

3.   Impart the personal direction that ensures total involvement and commitment to equal employment opportunity programs through Chico State's AAP.

Associate Vice President of Human Resources

The Associate Vice President of Human Resources is responsible for overall supervision of the AAP. The Associate Vice President of Human Resources ensures, through department 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 of Human Resources' effective work performance. The Associate Vice President of Human Resources' responsibilities include, but are not limited to, the following:

1.   Ensure that Chico State adheres to the stated policy of equal employment opportunity, and monitor the application of equal employment opportunity policies.

2.   Ensure that the AAP is reviewed and updated annually in accordance with Chico State's stated policy.

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

being followed.

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

5.   Conduct periodic audits of: 1) training programs and hiring and promotion patterns to remove impediments to the attainment of AAP goals and objectives, 2) facilities to ensure they are maintained for the use and benefit of all employees and integrated both in policy and practice, and 3) sponsored educational, training, recreational, and social activities to ensure that all employees are encouraged to participate in accordance with policies on non-discrimination.

6.   Ensure that all new employees receive a special orientation to Chico State's equal employment opportunity policy and are thoroughly informed with regard to the AAP and its objectives.

7.   Periodically analyze applicant flow to determine the mix of persons applying for employment by race/ethnic origin and gender.

8.   Ensure that recruitment advertising is placed in female- and POC-oriented publications, as applicable.

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

Affirmative Action Officer (currently fulfilled by Associate Vice President of Human Resources)

The Affirmative Action Officer is responsible for ensuring the directives of the President and Associate Vice President of Human Resources are implemented. The Affirmative Action Officer's duties include, but are not limited to, the following:

1.   Provide direction to Chico State's employees, as necessary, to carry out all actions required to meet Chico State's equal employment opportunity and affirmative action commitments.

2.   Review, report on, and update Chico State's AAP at least on an annual basis in accordance with stated policy.

3.   Responsible for the design and effective implementation of the AAP at all establishments.

4.   Develop, implement, and maintain audit and reporting systems to measure effectiveness of equal employment opportunity programs, including those that will indicate the need for remedial action and determine the degree to which goals and

objectives have been obtained.

5.   Advise management in the modification and development of Chico State's policies to ensure the enhancement of equal employment opportunity for all employees and potential employees within existing equal employment opportunity guidelines.

6.   Conduct periodic audits to ensure all required posters and those advertising Chico State's equal employment opportunity policies and AAP are displayed and that Chico State's equal employment opportunity and AAP policies are being thoroughly communicated.

7.   Assist in review and revision of all policies, procedures, and rules to ensure they are not in violation of federal or state laws and regulations.

<u>University Diversity Officer</u>

Serving in the Office of the President, the University Diversity Officer will be responsible for institutionalizing the university's EDI initiatives, and supervising the Office of Equity, Diversity, and Inclusion. The University Diversity Officer's responsibilities include, but are not limited to:

1.   Strengthen relationships and serving as a liaison between the University and current and historically marginalized communities on campus and within its service area, especially Black, Indigenous, and other communities of color

2.   Provide counsel to the President concerning EDI projects including campus climate, recruitment, retention and development of a diverse faculty, staff and students.

3.   Develop and maintain a comprehensive plan for assessment efforts on issues and needs related to equity, diversity, and inclusion.

4.   Seeking internal and external funding to advance EDI strategic initiatives:

5.   Disseminate information regarding Chico State's equity, diversity and inclusion initiatives within the University and to external community groups.

6.   Interface regularly with all division Vice Presidents to ensure that active and viable equity, diversity and inclusion initiatives are being developed and implemented in all divisions.

<u>Faculty Diversity Officer</u>

Serving within the Office of Equity, Diversity and Inclusion, the Faculty Diversity Officer will facilitate the strategic Priorities for Equity, Diversity, and Inclusion as they relate to Chico State faculty. The responsibilities of the Faculty Diversity Officer include, but are not limited to, the following:

1.   Leading and facilitating the University Diversity Council, and ensuring continuity between the planning and completion of the Council's recommendations or projects.

2.   Provide counsel to faculty concerning issues of equity, diversity and inclusion, and support faculty initiatives relating to such issues.

3.   Support the recruitment of faculty from marginalized communities across academic departments, including facilitating a required bias training for recruitment committee members

4.   Develop and maintain retention measures for new faculty, and support the community-building efforts of faculty across the university.

Retention and Recruitment Specialist

Serving under the Associate Vice President of Human Resources, this role will be essential for facilitating the implementation of EDI initiatives within the Human Resources department. The responsibilities of the Retention and Recruitment Specialist include, but are not limited to, the following:

1.   Providing council to the Associate Vice President of Human Resources on matters relating to EDI, as well as training and education for Human Resources staff.

2.   Generating the AAP report and disseminating its key conclusions across the campus community.

3.   Support the active recruitment efforts of hiring committees to build diverse candidate pools, and facilitate the required bias training for all search committee members.

4.   Serve as a liaison between the staff/faculty affinity groups and the offices within the department of Human Resources

5.   Lead the Business and Finance Diversity Committee, and serve as a member of the University Diversity Council in both the general body as well as the Workforce Diversity Subcommittee.

Managers and Supervisors

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

1.   Aggressively adhere to Chico State's equal employment opportunity and affirmative

action policy.

    A.   Support and assist the Associate Vice President of Human Resources and Affirmative Action Officer in developing, maintaining, and successfully implementing the AAP.

    B.   Complete progress reports regarding the status of goal achievement.

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

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

3.   Ensure that all interviews, offers of employment and/or wage commitments are consistent with Chico State's policy.

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

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

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

Terminology

The phrases "comparison of incumbency to availability," and "problem area" appearing in this chapter are terms Chico State is required by government regulations to use. The criteria used in relation to these terms are those specified by the government. These terms have no independent legal or factual significance. Although Chico State will use the terms in good faith in connection with its AAP, such use does not necessarily signify Chico State 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, Chico State has conducted studies to identify problem areas in each of its selection procedures (i.e., hires, promotions, and terminations). Chico State 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 female and POC distribution within each organizational unit was accomplished by a thorough investigation of the *Workforce Analysis*.

An analysis of female and POC 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/POC 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 v. women, and

Whites v. POC in each job group.

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

Chico State tailors our action-oriented programs each year to ensure they are specific to the problem identified. There are many positions, offices, and policies on campus that are essential to institutionalizing our Equity, Diversity, and Inclusion (EDI) recruitment and retention efforts, and will serve as essential partners for ensuring the implementation of our Action-Oriented Programs.

Chico State will continue to operationalize its EDI efforts through the University Diversity Council, with a particular focus during the 2023-'24 academic year on aligning Chico State with the values and initiatives necessary to achieve designation as an Asian American and Native American Pacific Islander-Serving Institution (AANAPISI). The University Diversity Council will work to develop recommendations for policy, programs, and educational opportunities to support the AAPI staff and faculty communities at Chico State through its subcommittees: Workforce Diversity, Curricular and Co-Curricular Considerations, Telling Our Story, and Campus Climate.

Additionally, Chico State will continue to support the Office of Equity, Diversity and Inclusion (OEDI), which is tasked with facilitating campus programs that foster inclusive excellence and a sense of belonging, as well as coordinating trainings and events that promote equity, diversity and inclusion. The University Diversity Officer (UDO) oversees this office and supervises its staff including the Associate Director, the Director for Latinx Equity and Success, Faculty Diversity Officer, and Administrative Support Coordinator. The UDO provides counsel to the President and Cabinet on EDI issues; provides leadership and oversight to the University's EDI initiatives; and collaborates with Cabinet and other University units and offices to advance the EDI priorities and goals of the institution.

Chico State was proudly designated a Hispanic Serving Institution (HSI) in 2015, having reached 25% Hispanic/Latino representation in the student body. This year, Chico State will work to achieve recognition under the *Seal of Excelencia*, which provides a framework for assessing the "servingness" of our HSI status, including employee representation and professional development, student success metrics, and institutional commitment to Latino student success. This application will be used to strengthen our EDI efforts, and highlight areas in which we are succeeding.

Chico State is currently operating under a Strategic Plan for 2019-2024 which includes "Equity, Diversity and Inclusion" (EDI) as one of its three strategic priorities. A new Strategic Plan for 2025-2030 is currently in development, which will retain EDI as a central priority.

Action-Oriented Program (AOPs):

The action-oriented programs designed to address the underutilization of women and POC, the utilization goal set for individuals with disabilities, and the hiring benchmark for the protected veterans are listed below. These action-oriented programs will be carried-out throughout the AAP year. Evaluation of these AOPS will be conducted at least annually. The Associate Vice

President of Human Resources, with the help of the managers, will be responsible in ensuring that the following are implemented.

Recruitment

1.   Chico State will continue to place ads for campus positions through specific sites intended to reach diverse groups of job seekers interested in joining the higher education workforce. Chico State may place ads in professional online higher education publications and affinity-based associations for campus recruitments that might otherwise fail to reach a sufficiently broad and diverse audience. Advertisements and newsletters will always carry the Equal Employment Opportunity clause and Minority and female applicants will be considered for all positions for which they are qualified.

2.   Search committees for tenure-track faculty positions must utilize additional networking tactics to diversify applicant pools. These includes outreach to CSU Chancellor's Doctoral Incentive Program (CDIP) graduates, UC President's Postdoctoral Fellowship Program graduates, and discipline specific professional organizations. In addition, a department meeting will be set aside to discuss equity gaps in course outcomes and strategies to eliminate those gaps.

3.   Chico State now participates in the CSU Pre-Professor Program (PREPP) which "supports CDIP (CDIP) Fellows transition to faculty positions by engaging them in a semester-long program within the California State University (CSU) system. The goal of PREPP is to immerse participants in faculty life at a comprehensive master's-granting institution to encourage them to consider the CSU for their careers. Another overarching goal is to increase the pipeline of highly competitive individuals from diverse backgrounds who apply for faculty positions to increase the diversity at CSU campuses."

4.   The Faculty Recruitment Manual was updated with equity-based strategies throughout the search process and streamlined to enhance its efficacy as a tool for search committees.

5.   All vacancy announcements now include robust language that highlights our EDI Strategic Priority and designation as a Hispanic-Serving Institution (HSI), and encourages Black, Indigenous and people of color (BIPOC), veterans and those with diverse abilities to apply. In addition, announcements include the expectation that "successful candidates embrace our values predicated on the primacy of student success and the elimination of achievement gaps, have demonstrated experience working with diverse populations, and will contribute to policies, programs, and activities that support an inclusive, accessible, and equitable learning and working environment."

Job Specifications/Selection Process

1.   Chico State will continue to use only worker specifications that include job-related criteria. To support this effort, we will develop staff position descriptions that accurately reflect position functions and are consistent for the same position from one location to

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

2.   Chico State will review Interview Questions for Staff and MPP recruitments to ensure questions are not discriminatory in nature, so that interviewees are being assessed according to qualifications outlined explicitly in the position description.

3.   All interviews will include at least one EDI-specific question in order to assess applicant capacity to serve a diverse student population.

4.   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.

5.   Reduced the number of documents required at initial application for tenure-track faculty positions in order to reduce barriers to entry and diversify applicant pools to include: letter of interest that includes information on working with diverse students and employees, curriculum vitae, and a list of references with contact information.

6.   Chico State 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.

7.   Chico State will update its Avoiding Bias in Hiring training, a required session for all on-campus search committee members. This new training will be offered in-person, and utilizes a scenario-based approach that will provide committee members hands-on experience navigating bias at critical stages of the search process.

8.   Prior to releasing tenure-track faculty candidate pools to the search committee, the Office of Faculty Affairs and Success sends a diversity profile of the pool to the college dean for review. Should the pool be insufficiently diverse, additional measures will be taken before review of applications begins.

9.   The Retention and Recruitment Specialist will work with Department and Division leaders to develop Diversity Goals within their area. Using AAP Problem Areas as a guide, these goals will target certain jobs within a department, and task the Hiring Manager and the Recruitment Specialist with achieving a diverse applicant pool for upcoming recruitments in that department or job group. The Recruitment Specialist will provide active recruitment support and offer additional training to Hiring Managers and their committees for maintaining an equitable search process. Diversity Goals will be monitored by the Retention Specialist, and regular updates and communications regarding applications and hiring will be provided to Hiring Managers and Division Leaders.

Job Advancement

1.   Chico State will continue to post or announce job opportunities. Chico State generally requires postings of all positions up to the senior management level.

2.   New tenure-track and lecturer faculty orientations provide an overview of campus resources and professional development opportunities.

3.   Chico State will continue to review seniority practices to ensure such practices are non-discriminatory and do not have discriminatory effect.

4.   Employees are actively encouraged to participate in Chico State-sponsored social and recreational activities. Community-building opportunities are advertised via online Campus Announcements and targeted emails.

5.   Chico State provides funding for seven campus Faculty and Staff Associations (affinity groups) to build community among employees, provide outreach to diverse student populations, and provide informal mentoring for career advancement.

6.   Chico State will continue to use our formal employee evaluation program. The performance evaluation is used for all employees and is conducted either annually or consistent with the processes set out in the controlling CBA. Evaluation training for managers will provide information on how to recognize employees' efforts towards advancing the University's strategic priority related to Equity, Diversity, and Inclusion.

7.   When the budget permits, funds are allocated to each college for the purpose of supporting faculty professional development in discipline specific instruction and scholarship.

8.   Tuition waiver (of up to two courses at any California State University) is offered to eligible salaried employees with at least ninety days of service who are interested in pursuing an undergraduate degree or an advanced degree, with certain limitations.

9.   Chico State supports the Office of Faculty Development which offers numerous opportunities in support of faculty teaching, scholarly activities and leadership development. These include an EDI in Teaching Series, Research in Equity, Anti-Racism, Diversity and Inclusion (READI) Hub, and a BIPOC Faculty Writing Community.

10.   Chico State has an institutional membership with the National Center for Faculty Development and Diversity (NCFDD), which provides faculty with programs, on-demand support and coaching to enhance scholarly productivity and prepare for transitions throughout their career.

11.   A new training on Faculty Personnel Committee Responsibilities and Equity-Based Practices has been implemented.

12.   Changes were made to Faculty Personnel Policies and Procedures (FPPP) retention,

tenure and promotion evaluation categories which now include "exceeds expectations, meets expectations, does not meet expectations," thereby decreasing ambiguity and potential for implicit bias among personnel committees evaluating candidate files. These changes were made in large part to retain faculty, especially our BIPOC faculty.

13. Chico State is developing a Professional Development training for Managers relating to best practices of supervision and enacting Equity, Diversity, and Inclusion in the workplace to better support the retention of newly hired staff of color.

14. The University Diversity Officer has implemented a Justice, Equity, Diversity and Inclusion (JEDI) training for college deans and department chairs.

15. Chico State Human Resources has implemented an exit survey for staff who separate from the university in order to identify themes and implement targeted strategies for retention. A faculty exit survey will be developed next.

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 of Human Resources, and other relevant persons are required.

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

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

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

The Chico State auditing and reporting system periodically measures the effectiveness of its total affirmative action program. The Associate Vice President of Human Resources:

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.

CHICO STATE

AFFIRMATIVE ACTION PLAN

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

FOR

November 1, 2023 – October 31, 2024

PART II

AAP FOR PROTECTED VETERANS AND INDIVIDUALS WITH DISABILITIES

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

It is the policy of Chico State and my personal commitment that equal employment opportunity be provided in the employment and advancement for all persons regardless of race, religion, color, national origin, sex, age, sexual orientation/gender identity and status as a protected veteran or individual with a disability at all levels of employment, including the executive level. Chico State does not and will not discriminate against any applicant or employee regardless of race, religion, color, national origin, sex, age, sexual orientation/gender identity 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, Chico State is committed to a policy of taking affirmative action to employ and advance in employment qualified protected veteran employees and qualified employees with disabilities at all levels, including the executive level. Such affirmative action shall apply to all employment practices, including, but not limited to hiring, upgrading, demotion or transfer, recruitment, recruitment advertising, layoff or termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship and on-the-job training. Decisions related to personnel policies and practices shall be made on the basis of an individual's capacity to perform a particular job and the feasibility of any necessary job accommodation. Chico State 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/gender identity and status as a protected veteran or an individual with disability. Chico State's EEO policy and affirmative action obligations include the full support from President, Stephen Perez.

Chico State 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 company-sponsored activities were extended to all employees and applicants.

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

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

(Signature)

Stephen Perez
President

PrintDate

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 Chico State's examination and selection methods to identify barriers to employment, training, and promotion.

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

2) Chico State 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) Chico State ensures that applicants and employees with disabilities have equal access to its personnel processes, including those implemented through information and communication technologies.

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

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

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

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

Chico State'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.

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

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

Chico State will make every effort to provide reasonable accommodations to physical and mental limitations of applicants and employees with disabilities or who are disabled veterans unless it can demonstrate that the accommodations would impose an undue hardship on the operation of business. Such reasonable accommodations are implemented in Chico State's electronic and/or online application systems. Chico State 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. Chico State will confidentially review performance issues of employees with known disabilities to determine whether a reasonable accommodation is needed when: 1) the employee is having significant difficulty with job performance, and 2) it is reasonable to conclude that the problem is related to the known disability.

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

Name: Holly Hunt
Title: Director, Accessibility Resource Center
Phone: (530) 898-5959
Email: ada-request@csuchico.edu

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

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

Chico State also takes affirmative steps to ensure policies and procedures are implemented to meet sexual harassment laws within the State of California.

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

Based upon Chico State's review of its personnel policies as described in Chapter B, the following activities will be implemented or continued to further enhance our affirmative action efforts. All activities are the responsibility of the Associate Vice President of Human Resources.

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

2) Include workers with disabilities when employees are pictured in consumer, promotional, or help wanted advertising.

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

4) List with the State Employment Development Department all suitable job openings.

> The exemptions for posting jobs are when positions are,
> (1) executive and top management positions,
> (2) positions that will be filled from within the contractor's organization,
> (3) and positions lasting <u>three</u> days or less.

> This is an on-going activity. A listing of job opportunities reported to the local State Employment Service Delivery System is always kept current.

5) Send written notification of Chico State's affirmative action policy to all subcontractors, vendors, and suppliers requesting appropriate action on their part. This includes their obligation to annually file their EEO Reporting form and VETS 4212 form and, for employers with 50 or more employees and contracts of $50,000 or more, their obligation to develop a written affirmative action plan.

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.

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 Chico State will implement or continue to implement the following internal dissemination procedures, all of which are the responsibility of the Associate Vice President of Human Resources. The following policies and procedures are designed to foster support and understanding from Chico State's executive staff, management, supervisors, and other employees in an effort to encourage all employees to take the necessary actions to aid Chico State in meeting its obligations.

1)   Include the policy in Chico State's policy manual and other in-house publications.

2)   Conduct special meetings with executive, management, and supervisory personnel to explain the intent of the policy and individual responsibility for effective implementation, making clear the President's attitude.

3)   Schedule training sessions for all employees involved in recruiting, selection, promotion, and other related employment issues for protected veterans and individuals with disabilities.

4)   Discuss the policy thoroughly in both employee orientation and management training programs.

5)   Inform union officials of the contractor's policy, and request their cooperation.

6)   Include non-discrimination clauses in all union agreements, and review all contractual provisions to ensure they are non-discriminatory.

7)   Post the policy on Company bulletin boards, along with Chico State's harassment policy which includes protection from harassment on the basis of disability.

9)   When employees are featured in employee handbooks or similar publications for employees, include employees with disabilities.

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

Chico State has developed and currently implements an audit and reporting system that addresses the following:

1)   Measures the effectiveness of Chico State's overall affirmative action program and whether Chico State is in compliance with specific obligations.

2)   Indicates the need for remedial action. Any corrective actions will be the responsibility of the Associate Vice President of Human Resources.

3)   Measures the degree to which Chico State's objectives are being met.

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

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

As part of its efforts to ensure equal employment opportunity to protected veterans and individuals with disabilities, Chico State 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 Human Resources, University Diversity Officer, and those employed as supervisors and managers have undertaken the responsibilities described below.

<u>President</u>

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

1) Designating appropriate personnel with the responsibility for overseeing, administering, implementing, and monitoring Chico State's AAP. Ensuring that these personnel are identified in writing by name and job title.

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

3) Imparting the personal direction that ensures total involvement and commitment to equal employment opportunity programs through Chico State's AAP.

<u>Associate Vice President of Human Resources</u>

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

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

2) Maintaining Company-wide management support and cooperation for Chico State's AAP.

3) Collaborating with Senior Management on EEO and AAP issues.

4)   Assisting line management in arriving at solutions to EEO/AA problems.

5)   Reviewing results of audit and reporting systems to assess the effectiveness of Chico State's AA programs and to direct corrective actions where necessary.

6)   Ensuring that the AAP is updated annually for all establishments.

7)   Providing guidance to managers and supervisors in taking proper action to prevent employees from being harassed in any way, through one-on-one contact, training, and disciplinary action.

8)   Providing guidance and direction to the University Diversity Officer.

9)   Ensuring that relevant staff, (i.e., University Diversity Officer, managers, and supervisors) are aware that their work performance is being evaluated in part on the basis of their equal employment opportunity efforts and results.

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

11)   Conducting periodic audits of: 1) training programs and hiring and promotion patterns to remove impediments to the attainment of AAP goals and objectives, and 2) Chico State's sponsored educational, training, recreational, and social activities to ensure that all employees are encouraged to participate in accordance with policies on non-discrimination. Determine whether known protected veterans and employees with disabilities have had the opportunity to participate in all Company-sponsored educational, training, recreation and social activities.

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

13)   Ensuring Chico State's VETS 4212 form is filed annually with the Veterans' Employment and Training Service (VETS).

<u>University Diversity Officer</u>

The University Diversity Officer is responsible for ensuring that the directives of the President and Associate Vice President of Human Resources are implemented. The University Diversity Officer's duties include, but are not limited to, the following:

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

2) Responsible for the design and effective implementation of the AAP at all establishments.

3) Developing, implementing, and maintaining audit and reporting systems to measure effectiveness of equal employment opportunity programs, including those that will
a) Indicate need for remedial action,
b) Determine degree to which goals and objectives have been obtained.

4) Advising management in the modification and development of Chico State's policies to ensure the enhancement of equal employment opportunity for all employees and potential employees within existing equal employment opportunity guidelines.

5) Identifying problem areas and establishing procedures, goals and objectives to solve these problems.

6) Providing guidelines in the development, preparation, and implementation of career counseling programs for known protected veterans and employees with disabilities.

7) Chico State conducts periodic audits to ensure that all required posters and the equal employment opportunity policies and AAP are displayed properly. Chico State also conducts audits to ensure that the Invitation to Self-Identify (pre and post offer) for protected veterans and individuals with disabilities, Chico State's equal employment opportunity, and AAP policies are being utilized appropriately and thoroughly communicated.

8) Ensure that employees are re-surveyed regarding their disability status every five (5) years and send out reminders to employees, at least once during the five (5) year intervals, that they may voluntarily update their disability status at any time.

9) Developing policy statements, affirmative action programs, internal and external communication techniques.

10) Assisting line management in arriving at solutions to problems.

11) Serving as the liaison between Chico State and enforcement agencies.

12) Serving as the liaison between Chico State and organizations and community action groups for protected veterans and individuals with disabilities, in addition to ensuring that representatives are involved in community service programs of local organizations for protected veterans and individuals with disabilities.

13) Keeping management informed of the latest developments in the equal employment opportunity area.

14) Reviewing, reporting on, and updating the AAP annually in accordance with stated policy. Informing employees and applicants of significant changes.

15) Working closely with the Associate Vice President of Human Resources and department managers and supervisors in coordinating the effective implementation of all identified affirmative actions.

16) Assisting in review and revision of all policies, procedures, and rules to ensure they are not in violation of federal or state laws and regulations.

17) Responsible for ensuring overall Chico State's compliance with the AAP.

Managers and Supervisors

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

1) Aggressively adhering to Chico State's equal employment opportunity policy.

2) Supporting and assisting the Associate Vice President of Human Resources and University Diversity Officer in developing, maintaining, and successfully implementing the AAP.

3) Completing progress reports regarding the status of affirmative action programs.

4) Taking action to prevent harassment of employees placed through affirmative action efforts.

5) Assigning employees to significant jobs that might lead to greater personal growth and value, and counsel them with respect to what is needed for upward mobility within the employment structure.

6) Ensuring that all interviews, offers of employment and/or wage commitments are consistent with Chico State's policy.

7) Implementing the internal promotion and transfer of all employees under their supervision consistent with AAP goals and objectives.

8) Assisting in identifying problem areas and providing needed information for establishing and meeting department affirmative action goals and objectives.

9) Seeking and sharing information on feasible accommodations which have been or could be made for known disabilities.

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

Chico State 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 Chico State's stated affirmative action goals.

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

Chico State has adopted the current national percentage of veterans in the civilian labor force of 6.7% as its hiring benchmark for protected veterans. Chico State will update its hiring benchmark as new data is published and updated via the OFCCP's website. The 6.7% hiring benchmark is applied to each job group within Chico State.

Chico State also adopted the current national utilization goal of 7.0% for qualified individuals with disabilities. Chico State 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 Chico State.

Goals and/or benchmarks do not require that Chico State 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 attainable by means of applying every good faith effort to make all aspects of the entire AAP work. A goal is a guidepost against which Chico State, a community group, or a compliance agency can measure progress in remedying identified deficiencies in Chico State's workforce.

Chico State has collected the required data and conducted studies to identify areas of opportunities in the employment of protected veterans and individuals with disabilities. Chico State 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 Chico State 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.

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

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
Academic Advising	11	3	8	4	2	0	1	0	0	0	0	5	0	2	0	0	0	1
Academic Senate	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Academic Technology	10	5	5	2	4	0	0	0	1	0	0	4	0	0	0	0	0	1
Accessibility Resource Center	7	2	5	1	1	0	1	0	0	0	0	5	0	0	0	0	0	0
Admissions Office	21	4	17	10	2	1	1	0	0	0	0	9	1	4	3	0	0	0
Advancement Svcs & Annual Fund	7	1	6	1	1	0	0	0	0	0	0	5	0	0	1	0	0	0
AGR Academic Instruction	36	15	21	5	14	0	0	1	0	0	0	17	0	1	2	0	0	1
AGR Student Success &Retention	2	0	2	1	0	0	0	0	0	0	0	1	0	0	0	0	0	1
Agriculture Development	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Alumni	4	1	3	1	1	0	0	0	0	0	0	2	0	1	0	0	0	0
Annual Giving	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Anthropology	22	7	15	1	7	0	0	0	0	0	0	14	0	0	0	0	0	1
Art & Art History	24	11	13	5	9	0	1	1	0	0	0	10	0	1	2	0	0	0
Athletics	36	24	12	7	20	0	3	0	0	1	0	9	0	2	0	1	0	0
Basic Needs Project	4	1	3	0	1	0	0	0	0	0	0	3	0	0	0	0	0	0
Biological Sciences	36	18	18	4	16	0	1	1	0	0	0	16	0	0	1	0	0	1
Bus Reservations	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Bus Technology	1	0	1	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
Busn Student Advising & Srvcs	6	2	4	0	2	0	0	0	0	0	0	4	0	0	0	0	0	0
Career Center	7	1	6	3	0	1	0	0	0	0	0	4	0	2	0	0	0	0
CCSV Admin Services	2	1	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0
Chemistry & Biochemistry	21	9	12	5	8	0	0	0	0	0	1	8	0	0	2	0	0	2
Chico Student Success Centr	4	2	2	3	0	1	1	0	0	0	0	1	0	1	0	0	0	0

Chico State
Workforce Analysis Summary

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
Child Development	12	0	12	3	0	0	0	0	0	0	0	9	0	0	3	0	0	0
Civil Engineering	14	12	2	3	9	0	1	2	0	0	0	2	0	0	0	0	0	0
Classroom Technology Services	6	6	0	1	5	0	1	0	0	0	0	0	0	0	0	0	0	0
CME Technology	2	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Coll of Agriculture	2	0	2	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0
Coll Of Behavioral&Social Sci	10	3	7	2	3	0	0	0	0	0	0	5	0	2	0	0	0	0
Coll Of Business	7	2	5	1	1	0	1	0	0	0	0	5	0	0	0	0	0	0
Coll Of Communication & Educ	4	2	2	1	2	0	0	0	0	0	0	1	0	1	0	0	0	0
Coll of Engnr Comp Sci&Cnst Mg	6	3	3	1	3	0	0	0	0	0	0	2	0	0	0	0	0	1
Coll Of Humanities&Fine Arts	10	1	9	3	1	0	0	0	0	0	0	6	1	0	2	0	0	0
Coll Of Natural Sciences	6	4	2	1	4	0	0	0	0	0	0	1	0	1	0	0	0	0
Communication Arts & Sciences	40	9	31	9	5	0	3	1	0	0	0	26	0	2	1	0	0	2
Comp Religion & Humanities	7	3	4	0	3	0	0	0	0	0	0	4	0	0	0	0	0	0
Computer Animation & Game Devl	15	14	1	4	10	0	4	0	0	0	0	1	0	0	0	0	0	0
Computer Science	15	13	2	5	9	0	0	4	0	0	0	1	0	0	1	0	0	0
Concrete Industry Mgmt	4	4	0	2	2	0	1	1	0	0	0	0	0	0	0	0	0	0
Construction Management	13	10	3	0	10	0	0	0	0	0	0	3	0	0	0	0	0	0
Credential Services	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Cross-Cultural Leadership Ctr	2	0	2	2	0	0	0	0	0	0	0	0	0	2	0	0	0	0
Curriculum Services	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Distribution Services	3	3	0	1	2	0	1	0	0	0	0	0	0	0	0	0	0	0
Division of Information Tech	7	0	7	3	0	0	0	0	0	0	0	4	1	0	1	0	0	1
Dream Center	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0

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Workforce Analysis Summary

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
Early Outreach & Support Prgms	6	1	5	6	0	0	1	0	0	0	0	0	2	2	1	0	0	0
Earth & Environmental Sci	20	12	8	2	10	0	0	1	0	0	1	8	0	0	0	0	0	0
ECC Development	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
ECC Instruct Technology	4	4	0	1	3	0	0	1	0	0	0	0	0	0	0	0	0	0
ECC Student Success Center	2	1	1	1	1	0	0	0	0	0	0	0	0	1	0	0	0	0
Economics	9	6	3	2	5	0	0	1	0	0	0	2	0	0	1	0	0	0
Education	76	19	57	14	15	0	0	2	2	0	0	47	0	7	0	0	0	3
Electrical & Computer Engr	9	6	3	3	4	0	0	2	0	0	0	2	0	1	0	0	0	0
English	29	9	20	7	7	0	0	0	0	0	2	15	0	4	0	0	0	1
Enrollment Management	4	2	2	2	1	1	0	0	0	0	0	1	0	1	0	0	0	0
Enterprise Applications	17	12	5	4	9	0	2	1	0	0	0	4	0	0	0	0	0	1
Enterprise Systems	7	7	0	2	5	0	1	1	0	0	0	0	0	0	0	0	0	0
Environmental Health & Safety	5	2	3	1	2	0	0	0	0	0	0	2	0	0	1	0	0	0
EOP Information Technology	1	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Equity, Diversity & Inclusion	3	2	1	3	0	0	1	1	0	0	0	0	0	1	0	0	0	0
Faculty Affairs and Success	6	2	4	0	2	0	0	0	0	0	0	4	0	0	0	0	0	0
Faculty Development	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Financial Accounting&Reporting	11	2	9	2	1	0	0	0	1	0	0	8	0	0	0	0	0	1
Financial Aid	19	5	14	10	3	0	1	0	0	1	0	6	0	4	3	0	0	1
Financial Services	3	0	3	0	0	0	0	0	0	0	0	3	0	0	0	0	0	0
First Year Experience	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
FMS Administration	11	2	9	0	2	0	0	0	0	0	0	9	0	0	0	0	0	0
FMS Central Supply	3	3	0	1	2	0	1	0	0	0	0	0	0	0	0	0	0	0

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Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
FMS Custodial Services	79	53	26	46	23	7	6	13	2	0	2	10	1	15	0	0	0	0
FMS Design	9	7	2	3	5	0	1	0	0	0	1	1	0	1	0	0	0	0
FMS Engineering Trades	23	23	0	4	19	0	4	0	0	0	0	0	0	0	0	0	0	0
FMS Grounds & Landscape Srvcs	15	15	0	4	11	0	4	0	0	0	0	0	0	0	0	0	0	0
FMS Labor & Moving Services	5	5	0	0	5	0	0	0	0	0	0	0	0	0	0	0	0	0
FMS Maintenance	21	21	0	0	21	0	0	0	0	0	0	0	0	0	0	0	0	0
FMS Sustainability	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
FMS Transportation Services	3	3	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0
Foster Youth Program	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Gateway Science Museum	2	1	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0
Geography & Planning	9	5	4	4	3	0	0	1	0	0	1	2	0	0	1	0	0	1
Graduate School Admin	10	2	8	3	1	0	0	0	0	0	1	6	0	2	0	0	0	0
GS Faculty	10	1	9	8	0	0	1	0	0	0	0	2	1	5	1	0	0	0
HFA Technology	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
History	20	12	8	2	12	0	0	0	0	0	0	6	0	1	1	0	0	0
Human Resources Info Systems	3	0	3	1	0	0	0	0	0	0	0	2	0	1	0	0	0	0
Human Resources Service Center	11	0	11	4	0	0	0	0	0	0	0	7	0	2	0	0	0	2
Info Systems, Finance&Account	23	11	12	9	6	0	0	5	0	0	0	8	0	0	4	0	0	0
Information Security	6	6	0	2	4	1	1	0	0	0	0	0	0	0	0	0	0	0
Institnl Rsrch&Strtgc Analysis	8	7	1	1	6	0	1	0	0	0	0	1	0	0	0	0	0	0
Int'l Educ and Global Engage	9	1	8	3	1	0	0	0	0	0	0	5	0	1	2	0	0	0
IT Support Services	19	16	3	1	15	0	0	1	0	0	0	3	0	0	0	0	0	0
Journalism & Public Relations	9	3	6	2	3	0	0	0	0	0	0	4	0	1	1	0	0	0

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Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
Kinesiology	38	14	24	12	10	0	1	1	0	0	2	16	1	1	1	4	0	1
Languages & Cultures	12	4	8	6	0	0	3	1	0	0	0	6	0	1	1	0	0	0
Latinx Equity & Success	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
Liberal Studies	2	0	2	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0
Library Services	24	11	13	2	10	0	1	0	0	0	0	12	0	1	0	0	0	0
Library Srvcs Technology	2	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Management	22	13	9	6	11	0	1	1	0	0	0	5	1	0	3	0	0	0
Marketing	13	7	6	2	6	0	0	1	0	0	0	5	0	0	1	0	0	0
Mathematics & Statistics	28	16	12	5	12	0	2	2	0	0	0	11	1	0	0	0	0	0
Mech & Mchtrnc Engr & Adv Manf	16	14	2	2	12	0	1	0	0	0	1	2	0	0	0	0	0	0
Media & Design Services	10	9	1	3	6	0	2	1	0	0	0	1	0	0	0	0	0	0
Media Arts, Design & Technlgy	11	5	6	2	4	1	0	0	0	0	0	5	0	0	1	0	0	0
MESA Engineering Prog	2	2	0	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0
Multicultural & Gender Studies	13	4	9	6	1	2	1	0	0	0	0	6	1	0	1	1	0	0
Music, Theatre and Dance	28	14	14	3	13	0	1	0	0	0	0	12	0	0	2	0	0	0
Network Operations	3	3	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0
New Stdnt Orntatn&Transtn Prog	2	0	2	2	0	0	0	0	0	0	0	0	0	1	1	0	0	0
NS Math Ile	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
NS Technology Support	2	2	0	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0
NSC Student Success	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Nursing	38	7	31	8	5	0	0	1	1	0	0	25	2	1	3	0	0	0
Nutrition & Food Sciences	17	1	16	5	0	1	0	0	0	0	0	12	1	2	1	0	0	0
Office of the Registrar	21	6	15	10	2	0	3	1	0	0	0	9	0	6	0	0	0	0

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Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
Parking Services - Univ Police	2	0	2	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0
Payroll Services	4	0	4	2	0	0	0	0	0	0	0	2	0	2	0	0	0	0
PCE Administration	12	1	11	3	1	0	0	0	0	0	0	8	0	2	0	0	0	1
Philosophy	11	9	2	2	8	0	0	1	0	0	0	1	0	1	0	0	0	0
Physics	15	8	7	3	7	0	0	1	0	0	0	5	0	0	2	0	0	0
Political Science	36	14	22	10	11	0	2	0	0	0	1	15	2	2	2	0	0	1
President Ex Mgmt	4	0	4	2	0	0	0	0	0	0	0	2	0	1	1	0	0	0
Procurement Services	6	0	6	0	0	0	0	0	0	0	0	6	0	0	0	0	0	0
Project and Change Mgmt Offic	8	3	5	1	3	0	0	0	0	0	0	4	0	0	0	0	1	0
Property Management	2	1	1	1	0	0	0	1	0	0	0	1	0	0	0	0	0	0
Provost Exec Mgmt	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Provost Office	3	2	1	0	2	0	0	0	0	0	0	1	0	0	0	0	0	0
Psychology	42	21	21	8	15	1	3	1	0	0	1	19	0	0	2	0	0	0
Pub Health & Health Serv Admin	20	5	15	7	3	1	1	0	0	0	0	10	1	2	1	0	0	1
Recr, Hosp & Parks Mgmt	11	4	7	2	3	0	0	1	0	0	0	6	0	1	0	0	0	0
Recreational Sports	5	3	2	2	1	0	1	0	0	0	1	2	0	0	0	0	0	0
Risk Management Admin	2	1	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0
School Of The Arts	4	2	2	0	2	0	0	0	0	0	0	2	0	0	0	0	0	0
Science Education	6	2	4	2	1	1	0	0	0	0	0	3	0	1	0	0	0	0
Social Science	6	1	5	1	1	0	0	0	0	0	0	4	0	0	0	0	0	1
Social Work	32	3	29	10	2	0	1	0	0	0	0	20	0	4	5	0	0	0
Sociology	18	4	14	5	3	0	1	0	0	0	0	10	1	1	1	0	0	1
Staff Council	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0

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Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
Staff Professional Development	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
Student Financial Services	8	4	4	3	2	0	1	1	0	0	0	3	0	1	0	0	0	0
Student Learning Center	6	0	6	2	0	0	0	0	0	0	0	4	0	0	1	0	0	1
Student Life and Leadership	4	1	3	3	0	0	1	0	0	0	0	1	0	2	0	0	0	0
Student Print Center	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Student Rights & Responsblty	2	1	1	2	0	0	1	0	0	0	0	0	1	0	0	0	0	0
Study Abroad	3	0	3	2	0	0	0	0	0	0	0	1	0	2	0	0	0	0
Technology Equity & Inclusion	4	2	2	2	1	0	1	0	0	0	0	1	0	1	0	0	0	0
Telecommunication Services	7	6	1	2	5	0	0	0	0	0	1	0	0	1	0	0	0	0
Title IX	2	1	1	1	0	0	0	1	0	0	0	1	0	0	0	0	0	0
Tribal Relations	6	2	4	5	0	0	1	0	0	0	1	1	0	0	0	3	0	0
UA Capital Campaign	2	1	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0
UH Central Office & Allocated	16	4	12	4	2	2	0	0	0	0	0	10	0	1	0	0	0	1
Undergrad Ed & Academic Succes	6	0	6	2	0	0	0	0	0	0	0	4	0	1	1	0	0	0
Univ Development Technology	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
University Budget Office	4	1	3	1	1	0	0	0	0	0	0	2	0	1	0	0	0	0
University Communications	8	4	4	2	4	0	0	0	0	0	0	2	0	1	0	1	0	0
University Development	9	5	4	2	3	0	1	1	0	0	0	4	0	0	0	0	0	0
University Farm	16	12	4	3	9	0	2	0	1	0	0	4	0	0	0	0	0	0
University Honors Program	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
University Identity &Marketing	3	1	2	2	1	0	0	0	0	0	0	0	0	1	0	1	0	0
University Police	22	14	8	6	10	1	1	0	0	1	1	6	0	2	0	0	0	0
University Printing Services	3	1	2	0	1	0	0	0	0	0	0	2	0	0	0	0	0	0

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Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
University Public Engagement	9	3	6	2	2	0	1	0	0	0	0	5	0	1	0	0	0	0
UPE Box Office	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Vice Pres Business & Finance	3	0	3	0	0	0	0	0	0	0	0	3	0	0	0	0	0	0
Vice Pres Student Affairs	6	2	4	3	0	1	1	0	0	0	0	3	1	0	0	0	0	0
Vice Pres University Advancemt	5	1	4	0	1	0	0	0	0	0	0	4	0	0	0	0	0	0
Web Services	4	3	1	2	2	0	1	0	0	0	0	0	0	0	1	0	0	0
WellCat Counseling Center	15	2	13	6	0	0	1	1	0	0	0	9	0	2	1	0	0	1
WellCat Health Center	25	4	21	13	3	0	1	0	0	0	0	9	1	7	3	0	0	1
Wellcat Safe Place	3	1	2	2	1	0	0	0	0	0	0	0	0	2	0	0	0	0
Total (#)	1,762	786	976	469	586	23	87	61	8	3	18	707	21	132	72	11	1	32
Total (%)		44.6	55.4	26.6	33.3	1.3	4.9	3.5	0.5	0.2	1.0	40.1	1.2	7.5	4.1	0.6	0.1	1.8

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Workforce Analysis

Organizational Unit: Academic Advising

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
3079-2	SSP I-Range 2	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	1	0	0	0	1
1038-2	Admin Analyst/Spclst 12 Mo-Range 2	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3084-1	SSP III-Range 1	4	2	Male	2	1	0	1	0	0	0	0
				Female	2	1	0	1	0	0	0	0
1038-3	Admin Analyst/Spclst 12 Mo-Range 3	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3312-1	Administrator II-Range 1	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3306-1	Administrator III-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	11	4	**Male #**	3	2	0	1	0	0	0	0
	Grand Total %		36.4	**Male %**	27.3	18.2	0.0	9.1	0.0	0.0	0.0	0.0
				Female #	8	5	0	2	0	0	0	1
				Female%	72.7	45.5	0.0	18.2	0.0	0.0	0.0	9.1

2024 AAP

Organizational Unit: Academic Senate

Job Code	Job Title	Total			Total							
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1038-1	Admin Analyst/Spclst 12 Mo-Range 1	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

2024 AAP

Organizational Unit: Academic Technology

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
0420-2	Info Tech Consultant 12 Mo-Range 2	8	2	Male	4	3	0	0	0	1	0	0
				Female	4	3	0	0	0	0	0	1
0420-3	Info Tech Consultant 12 Mo-Range 3	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3306-1	Administrator III-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	10	2	Male #	5	4	0	0	0	1	0	0
	Grand Total %		20.0	Male %	50.0	40.0	0.0	0.0	0.0	10.0	0.0	0.0
				Female #	5	4	0	0	0	0	0	1
				Female%	50.0	40.0	0.0	0.0	0.0	0.0	0.0	10.0

2024 AAP

Chico State
Workforce Analysis

Organizational Unit: Accessibility Resource Center

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035-2	Admin Support Coord 12 Mo-Range 2	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3082-1	SSP II-Range 1	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3084-1	SSP III-Range 1	4	0	Male	1	1	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
3312-1	Administrator II-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	7	1	Male #	2	1	0	1	0	0	0	0
	Grand Total %		14.3	Male %	28.6	14.3	0.0	14.3	0.0	0.0	0.0	0.0
				Female #	5	5	0	0	0	0	0	0
				Female%	71.4	71.4	0.0	0.0	0.0	0.0	0.0	0.0

2024 AAP

Organizational Unit: Admissions Office

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1032-1	Admin Support Assistant 12 Mo-Range 1	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	1	1	0	0	0
1034-1	Admin Support Coord 11/12-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1035-1	Admin Support Coord 12 Mo-Range 1	5	1	Male	0	0	0	0	0	0	0	0
				Female	5	4	0	0	1	0	0	0
1035-2	Admin Support Coord 12 Mo-Range 2	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2632-1	Evaluator I-Range 1	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
3081-8	SSP II 10 Mo-Range 8	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3079-2	SSP I-Range 2	2	2	Male	1	0	0	1	0	0	0	0
				Female	1	0	0	1	0	0	0	0
0800-2	Pub Affairs/Comm Spec 12 Mo-Range 2	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3082-1	SSP II-Range 1	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	1	1	0	0	0	0
1038-2	Admin Analyst/Spclst 12 Mo-Range 2	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3084-1	SSP III-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3086-1	SSP IV-Range 1	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3306-1	Administrator III-Range 1	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

2024 AAP

Organizational Unit: Admissions Office

Job Code	Job Title	Total			Total							
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
	Grand Total #	21	10	Male #	4	2	1	1	0	0	0	0
	Grand Total %		47.6	Male %	19.0	9.5	4.8	4.8	0.0	0.0	0.0	0.0
				Female #	17	9	1	4	3	0	0	0
				Female%	81.0	42.9	4.8	19.0	14.3	0.0	0.0	0.0

2024 AAP

Workforce Analysis

Plan Date: 11/01/2023

Organizational Unit: Advancement Svcs & Annual Fund

Job Code	Job Title	Total EMP	MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035-1	Admin Support Coord 12 Mo-Range 1	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	0	0	1	0	0	0
0800-2	Pub Affairs/Comm Spec 12 Mo-Range 2	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1038-2	Admin Analyst/Spclst 12 Mo-Range 2	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3318-1	Administrator I-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3312-1	Administrator II-Range 1	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	7	1	**Male #**	1	1	0	0	0	0	0	0
	Grand Total %		14.3	**Male %**	14.3	14.3	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	6	5	0	0	1	0	0	0
				Female%	85.7	71.4	0.0	0.0	14.3	0.0	0.0	0.0

2024 AAP

Organizational Unit: AGR Academic Instruction

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2358-2	Lecturer AY-Range 2	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1
2358-3	Lecturer AY-Range 3	9	1	Male	3	3	0	0	0	0	0	0
				Female	6	5	0	0	1	0	0	0
1619-1	Instructional Support Tech III-Range 1	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2358-4	Lecturer AY-Range 4	3	0	Male	2	2	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2360-3	Instr Fac AY-Range 3	8	1	Male	2	2	0	0	0	0	0	0
				Female	6	5	0	0	1	0	0	0
2360-4	Instr Fac AY-Range 4	4	0	Male	2	2	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2360-5	Instr Fac AY-Range 5	7	2	Male	3	2	0	0	1	0	0	0
				Female	4	3	0	1	0	0	0	0
2361-5	Instr Fac 12 Mo-Range 5	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2481-5	Dept Chair 12 Mo-Range 5	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	36	5	**Male #**	15	14	0	0	1	0	0	0
	Grand Total %		13.9	**Male %**	41.7	38.9	0.0	0.0	2.8	0.0	0.0	0.0
				Female #	21	17	0	1	2	0	0	1
				Female%	58.3	47.2	0.0	2.8	5.6	0.0	0.0	2.8

2024 AAP

Organizational Unit: AGR Student Success &Retention

Job Code	Job Title	Total EMP	MIN		Total EMP	W	AA	H	A	NA	PI	2+
3079-2	SSP I-Range 2	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1
3084-1	SSP III-Range 1	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	0	0	0	1
				Female%	100.0	50.0	0.0	0.0	0.0	0.0	0.0	50.0

2024 AAP

Workforce Analysis

Organizational Unit: Agriculture Development

Job Code	Job Title	Total EMP	MIN		Total EMP	W	AA	H	A	NA	PI	2+
3318-1	Administrator I-Range 1	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

2024 AAP

Organizational Unit: Alumni

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

2024 AAP

Organizational Unit: Annual Giving

Job Code	Job Title	Total EMP	MIN		Total EMP	W	AA	H	A	NA	PI	2+
3318-1	Administrator I-Range 1	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

2024 AAP

Organizational Unit: Anthropology

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2354-1	Teaching Associate AY-Range 1	5	1	Male	0	0	0	0	0	0	0	0
				Female	5	4	0	0	0	0	0	1
1034-2	Admin Support Coord 11/12-Range 2	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
0810-2	Media Prod Spec 12 Mo-Range 2	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1617-1	Instructional Support Tech II-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358-3	Lecturer AY-Range 3	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358-4	Lecturer AY-Range 4	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2360-3	Instr Fac AY-Range 3	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1619-1	Instructional Support Tech III-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2360-4	Instr Fac AY-Range 4	3	0	Male	1	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2360-5	Instr Fac AY-Range 5	4	0	Male	3	3	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2481-4	Dept Chair 12 Mo-Range 4	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	22	1	Male #	7	7	0	0	0	0	0	0
	Grand Total %		4.5	Male %	31.8	31.8	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	15	14	0	0	0	0	0	1
				Female%	68.2	63.6	0.0	0.0	0.0	0.0	0.0	4.5

2024 AAP

Workforce Analysis

Organizational Unit: Art & Art History

Job Code	Job Title	Total EMP	MIN		Total EMP	W	AA	H	A	NA	PI	2+
1031-2	Admin Support Assistant 11/12-Range 2	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1578-6	Instructional Support Asst II-Range 6	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0861-2	Visual Resource Spec 11/12-Range 2	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1035-2	Admin Support Coord 12 Mo-Range 2	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358-2	Lecturer AY-Range 2	5	1	Male	2	1	0	1	0	0	0	0
				Female	3	3	0	0	0	0	0	0
2358-3	Lecturer AY-Range 3	4	1	Male	2	2	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
2360-3	Instr Fac AY-Range 3	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
2360-4	Instr Fac AY-Range 4	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2360-5	Instr Fac AY-Range 5	8	2	Male	5	4	0	0	1	0	0	0
				Female	3	2	0	0	1	0	0	0
	Grand Total #	24	5	**Male #**	11	9	0	1	1	0	0	0
	Grand Total %		20.8	**Male %**	45.8	37.5	0.0	4.2	4.2	0.0	0.0	0.0
				Female #	13	10	0	1	2	0	0	0
				Female%	54.2	41.7	0.0	4.2	8.3	0.0	0.0	0.0

2024 AAP

Organizational Unit: Athletics

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035-2	Admin Support Coord 12 Mo-Range 2	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8185-1	Athletic Trainer II 12 Mo-Range 1	3	2	Male	1	0	0	1	0	0	0	0
				Female	2	1	0	0	0	1	0	0
0800-2	Pub Affairs/Comm Spec 12 Mo-Range 2	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1038-2	Admin Analyst/Spclst 12 Mo-Range 2	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3084-1	SSP III-Range 1	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2382-0	Coaching Assistant 12 Mo-Range 0	8	1	Male	7	6	0	0	0	0	1	0
				Female	1	1	0	0	0	0	0	0
0800-3	Pub Affairs/Comm Spec 12 Mo-Range 3	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2379-0	Coaching Specialist 12 Mo-Range 0	7	2	Male	3	3	0	0	0	0	0	0
				Female	4	2	0	2	0	0	0	0
2381-0	Coaching Specialist AY-Range 0	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3312-1	Administrator II-Range 1	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8190-1	Head Athletic Trainer 12 Mo-Range 1	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2378-0	Coach AY-Range 0	6	1	Male	4	3	0	1	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2375-0	Head Coach AY-Range 0	3	0	Male	3	3	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3306-1	Administrator III-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0

2024 AAP

Organizational Unit: Athletics

Job Code	Job Title	Total			Total							
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
	Grand Total #	36	7	Male #	24	20	0	3	0	0	1	0
	Grand Total %		19.4	Male %	66.7	55.6	0.0	8.3	0.0	0.0	2.8	0.0
				Female #	12	9	0	2	0	1	0	0
				Female%	33.3	25.0	0.0	5.6	0.0	2.8	0.0	0.0

2024 AAP

Organizational Unit: Basic Needs Project

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1038-2	Admin Analyst/Spclst 12 Mo-Range 2	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3084-1	SSP III-Range 1	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
3312-1	Administrator II-Range 1	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	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

2024 AAP

Organizational Unit: Biological Sciences

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1031-2	Admin Support Assistant 11/12-Range 2	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2354-1	Teaching Associate AY-Range 1	4	2	Male	0	0	0	0	0	0	0	0
				Female	4	2	0	0	1	0	0	1
1617-8	Instructional Support Tech II-Range 8	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1617-1	Instructional Support Tech II-Range 1	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1035-2	Admin Support Coord 12 Mo-Range 2	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358-2	Lecturer AY-Range 2	5	0	Male	3	3	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2358-3	Lecturer AY-Range 3	3	1	Male	2	1	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1619-6	Instructional Support Tech III-Range 6	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2360-3	Instr Fac AY-Range 3	3	0	Male	2	2	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358-4	Lecturer AY-Range 4	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2360-4	Instr Fac AY-Range 4	2	1	Male	1	0	0	0	1	0	0	0
				Female	1	1	0	0	0	0	0	0
2360-5	Instr Fac AY-Range 5	10	0	Male	8	8	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2481-5	Dept Chair 12 Mo-Range 5	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

2024 AAP

Organizational Unit: Biological Sciences

Job Code	Job Title		Total			Total							
			EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
		Grand Total #	36	4	Male #	18	16	0	1	1	0	0	0
		Grand Total %		11.1	Male %	50.0	44.4	0.0	2.8	2.8	0.0	0.0	0.0
					Female #	18	16	0	0	1	0	0	1
					Female%	50.0	44.4	0.0	0.0	2.8	0.0	0.0	2.8

2024 AAP

Organizational Unit: Bus Reservations

		Total			Total							
Job Code	**Job Title**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
1035-1	Admin Support Coord 12 Mo-Range 1	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

2024 AAP

Chico State

Workforce Analysis

Organizational Unit: Bus Technology

Job Code	Job Title	Total EMP	MIN		Total EMP	W	AA	H	A	NA	PI	2+
0422-2	Info Tech Consultant 10/12-Range 2	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
	Grand Total #	1	1	Male #	0	0	0	0	0	0	0	0
	Grand Total %		100.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	1	0	0	0	1	0	0	0
				Female%	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0

2024 AAP

21

Organizational Unit: Busn Student Advising & Srvcs

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1033-1	Admin Support Coord 10/12-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3084-6	SSP III-Range 6	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3082-1	SSP II-Range 1	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3084-1	SSP III-Range 1	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
	Grand Total #	6	0	**Male #**	2	2	0	0	0	0	0	0
	Grand Total %		0.0	**Male %**	33.3	33.3	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	4	4	0	0	0	0	0	0
				Female%	66.7	66.7	0.0	0.0	0.0	0.0	0.0	0.0

2024 AAP

Organizational Unit: Career Center

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1038-2	Admin Analyst/Spclst 12 Mo-Range 2	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3084-6	SSP III-Range 6	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	0	1	0	0	0	0
3084-1	SSP III-Range 1	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3086-6	SSP IV-Range 6	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3312-1	Administrator II-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	7	3	**Male #**	1	0	1	0	0	0	0	0
	Grand Total %		42.9	**Male %**	14.3	0.0	14.3	0.0	0.0	0.0	0.0	0.0
				Female #	6	4	0	2	0	0	0	0
				Female%	85.7	57.1	0.0	28.6	0.0	0.0	0.0	0.0

2024 AAP

Organizational Unit: CCSV Admin Services

Job Code	Job Title	Total EMP	MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035-1	Admin Support Coord 12 Mo-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3306-1	Administrator III-Range 1	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

2024 AAP

Chico State
Workforce Analysis

Organizational Unit: Chemistry & Biochemistry

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1031-2	Admin Support Assistant 11/12-Range 2	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1035-2	Admin Support Coord 12 Mo-Range 2	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1615-1	Instructional Support Tech I-Range 1	1	1	Male	1	0	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0
1617-1	Instructional Support Tech II-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358-2	Lecturer AY-Range 2	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358-3	Lecturer AY-Range 3	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	0	0	0	0	0	1
1619-1	Instructional Support Tech III-Range 1	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2358-4	Lecturer AY-Range 4	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2360-4	Instr Fac AY-Range 4	3	2	Male	0	0	0	0	0	0	0	0
				Female	3	1	0	0	1	0	0	1
2360-5	Instr Fac AY-Range 5	6	1	Male	4	4	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0
2481-5	Dept Chair 12 Mo-Range 5	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	21	5	Male #	9	8	0	0	0	0	0	1
	Grand Total %		23.8	Male %	42.9	38.1	0.0	0.0	0.0	0.0	0.0	4.8
				Female #	12	8	0	0	2	0	0	2
				Female%	57.1	38.1	0.0	0.0	9.5	0.0	0.0	9.5

2024 AAP

Organizational Unit: Chico Student Success Centr

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
3082-1	SSP II-Range 1	2	2	Male	1	0	0	1	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3084-1	SSP III-Range 1	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3086-1	SSP IV-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	4	3	Male #	2	0	1	1	0	0	0	0
	Grand Total %		75.0	Male %	50.0	0.0	25.0	25.0	0.0	0.0	0.0	0.0
				Female #	2	1	0	1	0	0	0	0
				Female%	50.0	25.0	0.0	25.0	0.0	0.0	0.0	0.0

2024 AAP

Organizational Unit: Child Development

Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
2358-2	Lecturer AY-Range 2	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2358-3	Lecturer AY-Range 3	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	0	0	1	0	0	0
2360-3	Instr Fac AY-Range 3	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0
2358-4	Lecturer AY-Range 4	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2360-4	Instr Fac AY-Range 4	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
2360-5	Instr Fac AY-Range 5	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2481-5	Dept Chair 12 Mo-Range 5	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	12	3	Male #	0	0	0	0	0	0	0	0
	Grand Total %		25.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	12	9	0	0	3	0	0	0
				Female%	100.0	75.0	0.0	0.0	25.0	0.0	0.0	0.0

2024 AAP

Organizational Unit: Civil Engineering

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1034-2	Admin Support Coord 11/12-Range 2	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358-2	Lecturer AY-Range 2	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2358-3	Lecturer AY-Range 3	4	0	Male	3	3	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2360-4	Instr Fac AY-Range 4	3	2	Male	3	1	0	1	1	0	0	0
				Female	0	0	0	0	0	0	0	0
2360-5	Instr Fac AY-Range 5	4	1	Male	4	3	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
2481-4	Dept Chair 12 Mo-Range 4	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

	Total EMP	Total MIN		EMP	W	AA	H	A	NA	PI	2+
Grand Total #	14	3	Male #	12	9	0	1	2	0	0	0
Grand Total %		21.4	Male %	85.7	64.3	0.0	7.1	14.3	0.0	0.0	0.0
			Female #	2	2	0	0	0	0	0	0
			Female%	14.3	14.3	0.0	0.0	0.0	0.0	0.0	0.0

2024 AAP

Organizational Unit: Classroom Technology Services

Job Code	Job Title	Total EMP	MIN		Total EMP	W	AA	H	A	NA	PI	2+
0440-2	Equip Systems Specialist 12 Mo-Range 2	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0420-2	Info Tech Consultant 12 Mo-Range 2	4	0	Male	4	4	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0420-3	Info Tech Consultant 12 Mo-Range 3	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	6	1	Male #	6	5	0	1	0	0	0	0
	Grand Total %		16.7	Male %	100.0	83.3	0.0	16.7	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

2024 AAP

Organizational Unit: CME Technology

		Total			Total							
Job Code	**Job Title**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
0420-2	Info Tech Consultant 12 Mo-Range 2	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

2024 AAP

Organizational Unit: Coll of Agriculture

Job Code	Job Title	Total EMP	MIN		Total EMP	W	AA	H	A	NA	PI	2+
1034-1	Admin Support Coord 11/12-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1038-3	Admin Analyst/Spclst 12 Mo-Range 3	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	2	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 #	2	2	0	0	0	0	0	0
				Female%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0

2024 AAP

Chico State
Workforce Analysis

Organizational Unit: Coll Of Behavioral&Social Sci

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035-1	Admin Support Coord 12 Mo-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3079-2	SSP I-Range 2	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3082-1	SSP II-Range 1	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
3084-1	SSP III-Range 1	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1038-1	Admin Analyst/Spclst 12 Mo-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3086-1	SSP IV-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1038-3	Admin Analyst/Spclst 12 Mo-Range 3	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3306-1	Administrator III-Range 1	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3300-1	Administrator IV-Range 1	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	10	2	Male #	3	3	0	0	0	0	0	0
	Grand Total %		20.0	Male %	30.0	30.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	7	5	0	2	0	0	0	0
				Female%	70.0	50.0	0.0	20.0	0.0	0.0	0.0	0.0

2024 AAP

Organizational Unit: Coll Of Business

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035-1	Admin Support Coord 12 Mo-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1038-2	Admin Analyst/Spclst 12 Mo-Range 2	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
0800-3	Pub Affairs/Comm Spec 12 Mo-Range 3	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3312-1	Administrator II-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3318-1	Administrator I-Range 1	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3306-1	Administrator III-Range 1	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3300-1	Administrator IV-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	7	1	**Male #**	2	1	0	1	0	0	0	0
	Grand Total %		14.3	**Male %**	28.6	14.3	0.0	14.3	0.0	0.0	0.0	0.0
				Female #	5	5	0	0	0	0	0	0
				Female%	71.4	71.4	0.0	0.0	0.0	0.0	0.0	0.0

2024 AAP

Organizational Unit: Coll Of Communication & Educ

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
3079-2	SSP I-Range 2	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3084-1	SSP III-Range 1	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1038-3	Admin Analyst/Spclst 12 Mo-Range 3	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3300-1	Administrator IV-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	4	1	**Male #**	2	2	0	0	0	0	0	0
	Grand Total %		25.0	**Male %**	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	2	1	0	1	0	0	0	0
				Female%	50.0	25.0	0.0	25.0	0.0	0.0	0.0	0.0

2024 AAP

Organizational Unit: Coll of Engnr Comp Sci&Cnst Mg

Job Code	Job Title	Total EMP	MIN		Total EMP	W	AA	H	A	NA	PI	2+
0800-3	Pub Affairs/Comm Spec 12 Mo-Range 3	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1
1035-2	Admin Support Coord 12 Mo-Range 2	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358-3	Lecturer AY-Range 3	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1038-3	Admin Analyst/Spclst 12 Mo-Range 3	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3306-1	Administrator III-Range 1	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3300-1	Administrator IV-Range 1	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	6	1	**Male #**	3	3	0	0	0	0	0	0
	Grand Total %		16.7	**Male %**	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	3	2	0	0	0	0	0	1
				Female%	50.0	33.3	0.0	0.0	0.0	0.0	0.0	16.7

2024 AAP

Organizational Unit: Coll Of Humanities&Fine Arts

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1034-1	Admin Support Coord 11/12-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3079-7	SSP I-Range 7	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
1035-2	Admin Support Coord 12 Mo-Range 2	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
0800-2	Pub Affairs/Comm Spec 12 Mo-Range 2	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
3318-1	Administrator I-Range 1	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
3084-1	SSP III-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1038-3	Admin Analyst/Spclst 12 Mo-Range 3	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3306-1	Administrator III-Range 1	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3300-1	Administrator IV-Range 1	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0

	Total			W	AA	H	A	NA	PI	2+
Grand Total #	10	3	Male #	1	1	0	0	0	0	0	0
Grand Total %		30.0	Male %	10.0	10.0	0.0	0.0	0.0	0.0	0.0	0.0
			Female #	9	6	1	0	2	0	0	0
			Female%	90.0	60.0	10.0	0.0	20.0	0.0	0.0	0.0

2024 AAP

Organizational Unit: Coll Of Natural Sciences

Job Code	Job Title	EMP (Total)	MIN (Total)		EMP	W	AA	H	A	NA	PI	2+
1035-1	Admin Support Coord 12 Mo-Range 1	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1035-2	Admin Support Coord 12 Mo-Range 2	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1038-3	Admin Analyst/Spclst 12 Mo-Range 3	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3306-1	Administrator III-Range 1	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3300-1	Administrator IV-Range 1	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	6	1	Male #	4	4	0	0	0	0	0	0
	Grand Total %		16.7	Male %	66.7	66.7	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	2	1	0	1	0	0	0	0
				Female%	33.3	16.7	0.0	16.7	0.0	0.0	0.0	0.0

2024 AAP

Chico State
Workforce Analysis

Organizational Unit: Communication Arts & Sciences

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2355-2	Graduate Assistant-Range 2	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
1034-1	Admin Support Coord 11/12-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358-2	Lecturer AY-Range 2	6	2	Male	2	0	0	2	0	0	0	0
				Female	4	4	0	0	0	0	0	0
2358-3	Lecturer AY-Range 3	14	5	Male	3	2	0	1	0	0	0	0
				Female	11	7	0	2	0	0	0	2
1035-2	Admin Support Coord 12 Mo-Range 2	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358-4	Lecturer AY-Range 4	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2360-3	Instr Fac AY-Range 3	3	0	Male	1	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2360-4	Instr Fac AY-Range 4	6	2	Male	1	0	0	0	1	0	0	0
				Female	5	4	0	0	1	0	0	0
2360-5	Instr Fac AY-Range 5	4	0	Male	0	0	0	0	0	0	0	0
				Female	4	4	0	0	0	0	0	0
2481-4	Dept Chair 12 Mo-Range 4	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2361-5	Instr Fac 12 Mo-Range 5	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	40	9	**Male #**	9	5	0	3	1	0	0	0
	Grand Total %		22.5	**Male %**	22.5	12.5	0.0	7.5	2.5	0.0	0.0	0.0
				Female #	31	26	0	2	1	0	0	2
				Female%	77.5	65.0	0.0	5.0	2.5	0.0	0.0	5.0

2024 AAP

Organizational Unit: Comp Religion & Humanities

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2358-3	Lecturer AY-Range 3	4	0	Male	1	1	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
2359-4	Lecturer 12 Mo-Range 4	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2360-5	Instr Fac AY-Range 5	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2482-5	Dept Chair AY-Range 5	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	7	0	Male #	3	3	0	0	0	0	0	0
	Grand Total %		0.0	Male %	42.9	42.9	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	4	4	0	0	0	0	0	0
				Female%	57.1	57.1	0.0	0.0	0.0	0.0	0.0	0.0

2024 AAP

Chico State
Workforce Analysis

Organizational Unit: Computer Animation & Game Devl

Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1034-2	Admin Support Coord 11/12-Range 2	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2358-2	Lecturer AY-Range 2	6	3	Male	6	3	0	3	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2358-3	Lecturer AY-Range 3	4	0	Male	4	4	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2358-4	Lecturer AY-Range 4	3	0	Male	2	2	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2481-5	Dept Chair 12 Mo-Range 5	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	15	4	**Male #**	14	10	0	4	0	0	0	0
	Grand Total %		26.7	**Male %**	93.3	66.7	0.0	26.7	0.0	0.0	0.0	0.0
				Female #	1	1	0	0	0	0	0	0
				Female%	6.7	6.7	0.0	0.0	0.0	0.0	0.0	0.0

2024 AAP

Organizational Unit: Computer Science

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1034-2	Admin Support Coord 11/12-Range 2	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358-2	Lecturer AY-Range 2	3	2	Male	2	1	0	0	1	0	0	0
				Female	1	0	0	0	1	0	0	0
2358-4	Lecturer AY-Range 4	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2360-3	Instr Fac AY-Range 3	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2360-4	Instr Fac AY-Range 4	5	2	Male	5	3	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	0
2360-5	Instr Fac AY-Range 5	2	1	Male	2	1	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
2481-5	Dept Chair 12 Mo-Range 5	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	15	5	Male #	13	9	0	0	4	0	0	0
	Grand Total %		33.3	Male %	86.7	60.0	0.0	0.0	26.7	0.0	0.0	0.0
				Female #	2	1	0	0	1	0	0	0
				Female%	13.3	6.7	0.0	0.0	6.7	0.0	0.0	0.0

2024 AAP

Organizational Unit: Concrete Industry Mgmt

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2358-2	Lecturer AY-Range 2	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2360-4	Instr Fac AY-Range 4	2	1	Male	2	1	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
3312-1	Administrator II-Range 1	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

2024 AAP

Organizational Unit: Construction Management

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035-2	Admin Support Coord 12 Mo-Range 2	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358-2	Lecturer AY-Range 2	3	0	Male	2	2	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358-3	Lecturer AY-Range 3	3	0	Male	3	3	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2360-3	Instr Fac AY-Range 3	4	0	Male	4	4	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2481-4	Dept Chair 12 Mo-Range 4	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2360-5	Instr Fac AY-Range 5	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	13	0	Male #	10	10	0	0	0	0	0	0
	Grand Total %		0.0	Male %	76.9	76.9	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	3	3	0	0	0	0	0	0
				Female%	23.1	23.1	0.0	0.0	0.0	0.0	0.0	0.0

2024 AAP

Organizational Unit: Credential Services

Job Code	Job Title	Total EMP	MIN		Total EMP	W	AA	H	A	NA	PI	2+
2630-1	Credential Analyst II-Range 1	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

2024 AAP

Organizational Unit: Cross-Cultural Leadership Ctr

Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
		Total			Total							
1035-1	Admin Support Coord 12 Mo-Range 1	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3082-1	SSP II-Range 1	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
	Grand Total #	2	2	Male #	0	0	0	0	0	0	0	0
	Grand Total %		100.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	2	0	0	2	0	0	0	0
				Female%	100.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0

2024 AAP

Organizational Unit: Curriculum Services

Job Code	Job Title	Total EMP	MIN		Total EMP	W	AA	H	A	NA	PI	2+
1038-2	Admin Analyst/Spclst 12 Mo-Range 2	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

2024 AAP

Organizational Unit: Distribution Services

Job Code	Job Title	Total EMP	MIN		Total EMP	W	AA	H	A	NA	PI	2+
1502-1	Shipping And Receiving Ast I-Range 1	3	1	Male	3	2	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	3	1	Male #	3	2	0	1	0	0	0	0
	Grand Total %		33.3	Male %	100.0	66.7	0.0	33.3	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

2024 AAP

Chico State
Workforce Analysis

Organizational Unit: Division of Information Tech

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035-1	Admin Support Coord 12 Mo-Range 1	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	0	0	0	1
1740-1	Accounting Technician III-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1038-2	Admin Analyst/Spclst 12 Mo-Range 2	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3318-1	Administrator I-Range 1	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
3312-1	Administrator II-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3300-1	Administrator IV-Range 1	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
	Grand Total #	7	3	**Male #**	0	0	0	0	0	0	0	0
	Grand Total %		42.9	**Male %**	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	7	4	1	0	1	0	0	1
				Female%	100.0	57.1	14.3	0.0	14.3	0.0	0.0	14.3

2024 AAP

Organizational Unit: Dream Center

Job Code	Job Title	Total EMP	MIN		Total EMP	W	AA	H	A	NA	PI	2+
3082-1	SSP II-Range 1	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

2024 AAP

Organizational Unit: Early Outreach & Support Prgms

		Total				Total						
Job Code	**Job Title**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
1035-2	Admin Support Coord 12 Mo-Range 2	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
3084-1	SSP III-Range 1	3	3	Male	1	0	0	1	0	0	0	0
				Female	2	0	1	1	0	0	0	0
3312-1	Administrator II-Range 1	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	1	1	0	0	0	0
	Grand Total #	6	6	**Male #**	1	0	0	1	0	0	0	0
	Grand Total %		100.0	**Male %**	16.7	0.0	0.0	16.7	0.0	0.0	0.0	0.0
				Female #	5	0	2	2	1	0	0	0
				Female%	83.3	0.0	33.3	33.3	16.7	0.0	0.0	0.0

2024 AAP

Organizational Unit: Earth & Environmental Sci

Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
		Total			**Total**							
2355-2	Graduate Assistant-Range 2	1	1	Male	1	0	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0
2354-1	Teaching Associate AY-Range 1	3	1	Male	2	1	0	0	1	0	0	0
				Female	1	1	0	0	0	0	0	0
1034-1	Admin Support Coord 11/12-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1619-1	Instructional Support Tech III-Range 1	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2358-3	Lecturer AY-Range 3	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2360-3	Instr Fac AY-Range 3	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2358-4	Lecturer AY-Range 4	4	0	Male	2	2	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2360-4	Instr Fac AY-Range 4	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2360-5	Instr Fac AY-Range 5	4	0	Male	2	2	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2481-5	Dept Chair 12 Mo-Range 5	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	20	2	**Male #**	12	10	0	0	1	0	0	1
	Grand Total %		10.0	**Male %**	60.0	50.0	0.0	0.0	5.0	0.0	0.0	5.0
				Female #	8	8	0	0	0	0	0	0
				Female%	40.0	40.0	0.0	0.0	0.0	0.0	0.0	0.0

2024 AAP

Organizational Unit: ECC Development

Job Code	Job Title	Total EMP	MIN		Total EMP	W	AA	H	A	NA	PI	2+
0812-2	Media Prod Spec 10/12-Range 2	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

2024 AAP

Organizational Unit: ECC Instruct Technology

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1617-1	Instructional Support Tech II-Range 1	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
7011-1	Equip Tech II, Mechanical-Range 1	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7022-6	Equip Tech III, Electro-Mechnl-Range 6	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7022-1	Equip Tech III, Electro-Mechnl-Range 1	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 #	4	3	0	0	1	0	0	0
	Grand Total %		25.0	Male %	100.0	75.0	0.0	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

2024 AAP

Organizational Unit: ECC Student Success Center

Job Code	Job Title	Total			Total							
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
3084-1	SSP III-Range 1	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3312-1	Administrator II-Range 1	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	2	1	Male #	1	1	0	0	0	0	0	0
	Grand Total %		50.0	Male %	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	1	0	0	1	0	0	0	0
				Female%	50.0	0.0	0.0	50.0	0.0	0.0	0.0	0.0

2024 AAP

Organizational Unit: Economics

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2358-3	Lecturer AY-Range 3	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2360-4	Instr Fac AY-Range 4	4	1	Male	2	2	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0
2360-5	Instr Fac AY-Range 5	2	1	Male	2	1	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
2481-5	Dept Chair 12 Mo-Range 5	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	9	2	**Male #**	6	5	0	0	1	0	0	0
	Grand Total %		22.2	**Male %**	66.7	55.6	0.0	0.0	11.1	0.0	0.0	0.0
				Female #	3	2	0	0	1	0	0	0
				Female%	33.3	22.2	0.0	0.0	11.1	0.0	0.0	0.0

2024 AAP

Organizational Unit: Education

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1031-1	Admin Support Assistant 11/12-Range 1	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1035-1	Admin Support Coord 12 Mo-Range 1	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
1035-2	Admin Support Coord 12 Mo-Range 2	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3079-2	SSP I-Range 2	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1
2358-2	Lecturer AY-Range 2	30	3	Male	7	5	0	0	2	0	0	0
				Female	23	22	0	0	0	0	0	1
3082-1	SSP II-Range 1	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
1038-2	Admin Analyst/Spclst 12 Mo-Range 2	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358-3	Lecturer AY-Range 3	16	3	Male	7	6	0	0	0	1	0	0
				Female	9	7	0	2	0	0	0	0
2360-3	Instr Fac AY-Range 3	7	1	Male	1	1	0	0	0	0	0	0
				Female	6	5	0	1	0	0	0	0
2358-4	Lecturer AY-Range 4	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2359-3	Lecturer 12 Mo-Range 3	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2360-4	Instr Fac AY-Range 4	3	2	Male	1	0	0	0	0	1	0	0
				Female	2	1	0	0	0	0	0	1
2360-5	Instr Fac AY-Range 5	8	0	Male	2	2	0	0	0	0	0	0
				Female	6	6	0	0	0	0	0	0
2481-5	Dept Chair 12 Mo-Range 5	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

2024 AAP

Organizational Unit: Education

Job Code	Job Title	Total			Total							
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
		76	14	Male #	19	15	0	0	2	2	0	0
	Grand Total #											
	Grand Total %		18.4	Male %	25.0	19.7	0.0	0.0	2.6	2.6	0.0	0.0
				Female #	57	47	0	7	0	0	0	3
				Female%	75.0	61.8	0.0	9.2	0.0	0.0	0.0	3.9

2024 AAP

Organizational Unit: Electrical & Computer Engr

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1034-2	Admin Support Coord 11/12-Range 2	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2360-3	Instr Fac AY-Range 3	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2360-4	Instr Fac AY-Range 4	3	1	Male	2	1	0	0	1	0	0	0
				Female	1	1	0	0	0	0	0	0
2360-5	Instr Fac AY-Range 5	2	1	Male	1	0	0	0	1	0	0	0
				Female	1	1	0	0	0	0	0	0
2481-5	Dept Chair 12 Mo-Range 5	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	9	3	Male #	6	4	0	0	2	0	0	0
	Grand Total %		33.3	Male %	66.7	44.4	0.0	0.0	22.2	0.0	0.0	0.0
				Female #	3	2	0	1	0	0	0	0
				Female%	33.3	22.2	0.0	11.1	0.0	0.0	0.0	0.0

2024 AAP

Chico State
Workforce Analysis

Organizational Unit: English

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2354-1	Teaching Associate AY-Range 1	5	1	Male	1	1	0	0	0	0	0	0
				Female	4	3	0	0	0	0	0	1
1034-1	Admin Support Coord 11/12-Range 1	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2358-2	Lecturer AY-Range 2	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
1035-2	Admin Support Coord 12 Mo-Range 2	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358-3	Lecturer AY-Range 3	3	2	Male	1	0	0	0	0	0	0	1
				Female	2	1	0	1	0	0	0	0
2360-3	Instr Fac AY-Range 3	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2358-4	Lecturer AY-Range 4	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2360-4	Instr Fac AY-Range 4	4	1	Male	1	1	0	0	0	0	0	0
				Female	3	2	0	1	0	0	0	0
2360-5	Instr Fac AY-Range 5	9	1	Male	4	3	0	0	0	0	0	1
				Female	5	5	0	0	0	0	0	0
2481-5	Dept Chair 12 Mo-Range 5	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	29	7	**Male #**	9	7	0	0	0	0	0	2
	Grand Total %		24.1	**Male %**	31.0	24.1	0.0	0.0	0.0	0.0	0.0	6.9
				Female #	20	15	0	4	0	0	0	1
				Female%	69.0	51.7	0.0	13.8	0.0	0.0	0.0	3.4

2024 AAP

Organizational Unit: Enrollment Management

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1038-2	Admin Analyst/Spclst 12 Mo-Range 2	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1038-3	Admin Analyst/Spclst 12 Mo-Range 3	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3318-1	Administrator I-Range 1	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3306-1	Administrator III-Range 1	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	4	2	Male #	2	1	1	0	0	0	0	0
	Grand Total %		50.0	Male %	50.0	25.0	25.0	0.0	0.0	0.0	0.0	0.0
				Female #	2	1	0	1	0	0	0	0
				Female%	50.0	25.0	0.0	25.0	0.0	0.0	0.0	0.0

2024 AAP

Organizational Unit: Enterprise Applications

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
0420-2	Info Tech Consultant 12 Mo-Range 2	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	0	0	0	0	0	1
0400-1	Analyst/Programmer 12 Mo-Range 1	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0400-2	Analyst/Programmer 12 Mo-Range 2	5	1	Male	5	4	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0400-3	Analyst/Programmer 12 Mo-Range 3	7	1	Male	5	4	0	0	1	0	0	0
				Female	2	2	0	0	0	0	0	0
3306-1	Administrator III-Range 1	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	17	4	Male #	12	9	0	2	1	0	0	0
	Grand Total %		23.5	Male %	70.6	52.9	0.0	11.8	5.9	0.0	0.0	0.0
				Female #	5	4	0	0	0	0	0	1
				Female%	29.4	23.5	0.0	0.0	0.0	0.0	0.0	5.9

2024 AAP

Organizational Unit: Enterprise Systems

Job Code	Job Title	Total EMP	MIN		Total EMP	W	AA	H	A	NA	PI	2+
0410-2	Operating Sys Analyst 12 Mo-Range 2	4	2	Male	4	2	0	1	1	0	0	0
				Female	0	0	0	0	0	0	0	0
0400-2	Analyst/Programmer 12 Mo-Range 2	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3312-1	Administrator II-Range 1	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0410-3	Operating Sys Analyst 12 Mo-Range 3	1	0	Male	1	1	0	0	0	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

2024 AAP

Organizational Unit: Environmental Health & Safety

Job Code	Job Title	Total EMP	MIN		Total EMP	W	AA	H	A	NA	PI	2+
1038-2	Admin Analyst/Spclst 12 Mo-Range 2	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
3318-1	Administrator I-Range 1	3	0	Male	1	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
3312-1	Administrator II-Range 1	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	0	0	1	0	0	0
				Female%	60.0	40.0	0.0	0.0	20.0	0.0	0.0	0.0

2024 AAP

Organizational Unit: EOP Information Technology

Job Code	Job Title	Total EMP	MIN		Total EMP	W	AA	H	A	NA	PI	2+
8538-2	Analyst/Programmer 12 Mo-NE-Range 2	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

2024 AAP

Organizational Unit: Equity, Diversity & Inclusion

Job Code	Job Title	Total EMP	MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035-1	Admin Support Coord 12 Mo-Range 1	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
3318-6	Administrator I-Range 6	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3306-1	Administrator III-Range 1	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	3	3	Male #	2	0	0	1	1	0	0	0
	Grand Total %		100.0	Male %	66.7	0.0	0.0	33.3	33.3	0.0	0.0	0.0
				Female #	1	0	0	1	0	0	0	0
				Female%	33.3	0.0	0.0	33.3	0.0	0.0	0.0	0.0

2024 AAP

Chico State
Workforce Analysis

Organizational Unit: Faculty Affairs and Success

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035-2	Admin Support Coord 12 Mo-Range 2	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1176-2	Cnfdntl Admin Support 12 Mo-Range 2	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1038-3	Admin Analyst/Spclst 12 Mo-Range 3	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3318-1	Administrator I-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3312-1	Administrator II-Range 1	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3300-1	Administrator IV-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	6	0	**Male #**	2	2	0	0	0	0	0	0
	Grand Total %		0.0	**Male %**	33.3	33.3	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	4	4	0	0	0	0	0	0
				Female%	66.7	66.7	0.0	0.0	0.0	0.0	0.0	0.0

2024 AAP

Organizational Unit: Faculty Development

Job Code	Job Title	Total EMP	MIN		Total EMP	W	AA	H	A	NA	PI	2+
1038-1	Admin Analyst/Spclst 12 Mo-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0

	Total				W	AA	H	A	NA	PI	2+
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

2024 AAP

Organizational Unit: Financial Accounting&Reporting

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1741-1	Accounting Technician II-Range 1	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
1740-1	Accounting Technician III-Range 1	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	0	0	0	0	0	1
1762-1	Accountant I-Range 1	3	0	Male	0	0	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
4555-1	Accountant II-Range 1	1	1	Male	1	0	0	0	0	1	0	0
				Female	0	0	0	0	0	0	0	0
4556-1	Accountant III-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3312-1	Administrator II-Range 1	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	11	2	**Male #**	2	1	0	0	0	1	0	0
	Grand Total %		18.2	**Male %**	18.2	9.1	0.0	0.0	0.0	9.1	0.0	0.0
				Female #	9	8	0	0	0	0	0	1
				Female%	81.8	72.7	0.0	0.0	0.0	0.0	0.0	9.1

2024 AAP

Organizational Unit: Financial Aid

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
3079-2	SSP I-Range 2	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	0	0	1	0	0	0
1038-1	Admin Analyst/Spclst 12 Mo-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1038-2	Admin Analyst/Spclst 12 Mo-Range 2	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	1	1	0	0	0
3082-1	SSP II-Range 1	4	2	Male	2	2	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
3084-1	SSP III-Range 1	4	2	Male	2	1	0	1	0	0	0	0
				Female	2	1	0	0	0	0	0	1
3318-1	Administrator I-Range 1	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0
3312-1	Administrator II-Range 1	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
3306-1	Administrator III-Range 1	1	1	Male	1	0	0	0	0	0	1	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	19	10	Male #	5	3	0	1	0	0	1	0
	Grand Total %		52.6	Male %	26.3	15.8	0.0	5.3	0.0	0.0	5.3	0.0
				Female #	14	6	0	4	3	0	0	1
				Female%	73.7	31.6	0.0	21.1	15.8	0.0	0.0	5.3

2024 AAP

Workforce Analysis

Organizational Unit: Financial Services

Job Code	Job Title	Total EMP	MIN		Total EMP	W	AA	H	A	NA	PI	2+
3312-1	Administrator II-Range 1	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
3306-1	Administrator III-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	3	0	Male #	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 #	3	3	0	0	0	0	0	0
				Female%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0

2024 AAP

Chico State
Workforce Analysis

Organizational Unit: First Year Experience

Job Code	Job Title	Total EMP	MIN		Total EMP	W	AA	H	A	NA	PI	2+
3084-1	SSP III-Range 1	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**

2024 AAP

Organizational Unit: FMS Administration

Job Code	Job Title	Total EMP	MIN		Total EMP	W	AA	H	A	NA	PI	2+
1032-2	Admin Support Assistant 12 Mo-Range 2	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
1730-1	Accounting Technician I-Range 1	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1035-1	Admin Support Coord 12 Mo-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1038-1	Admin Analyst/Spclst 12 Mo-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1740-1	Accounting Technician III-Range 1	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
3318-1	Administrator I-Range 1	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
3312-1	Administrator II-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3306-1	Administrator III-Range 1	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	11	0	Male #	2	2	0	0	0	0	0	0
	Grand Total %		0.0	Male %	18.2	18.2	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	9	9	0	0	0	0	0	0
				Female%	81.8	81.8	0.0	0.0	0.0	0.0	0.0	0.0

2024 AAP

Organizational Unit: FMS Central Supply

Job Code	Job Title	Total EMP	MIN		Total EMP	W	AA	H	A	NA	PI	2+
1506-1	Storekeeper I-Range 1	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1508-1	Warehouse Worker-Range 1	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3318-1	Administrator I-Range 1	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	3	1	Male #	3	2	0	1	0	0	0	0
	Grand Total %		33.3	Male %	100.0	66.7	0.0	33.3	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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Chico State
Workforce Analysis

Organizational Unit: FMS Custodial Services

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2010-1	Custodian-Range 1	68	38	Male	44	21	6	2	12	2	0	1
				Female	24	9	1	14	0	0	0	0
2015-1	Lead Custodian-Range 1	8	5	Male	6	2	1	2	1	0	0	0
				Female	2	1	0	1	0	0	0	0
3318-1	Administrator I-Range 1	3	3	Male	3	0	0	2	0	0	0	1
				Female	0	0	0	0	0	0	0	0
	Grand Total #	79	46	Male #	53	23	7	6	13	2	0	2
	Grand Total %		58.2	Male %	67.1	29.1	8.9	7.6	16.5	2.5	0.0	2.5
				Female #	26	10	1	15	0	0	0	0
				Female%	32.9	12.7	1.3	19.0	0.0	0.0	0.0	0.0

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Chico State
Workforce Analysis

Organizational Unit: FMS Design

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1032-1	Admin Support Assistant 12 Mo-Range 1	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3024-1	Drafting Technician II-Range 1	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3318-1	Administrator I-Range 1	5	0	Male	4	4	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
6725-1	Senior Planner/Estimator/Scheduler-Range 1	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3312-1	Administrator II-Range 1	1	1	Male	1	0	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0
	Grand Total #	9	3	Male #	7	5	0	1	0	0	0	1
	Grand Total %		33.3	Male %	77.8	55.6	0.0	11.1	0.0	0.0	0.0	11.1
				Female #	2	1	0	1	0	0	0	0
				Female%	22.2	11.1	0.0	11.1	0.0	0.0	0.0	0.0

2024 AAP

Organizational Unit: FMS Engineering Trades

		Total			Total							
Job Code	**Job Title**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
6703-1	Operating Engineer-Range 1	4	1	Male	4	3	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6702-1	Building Service Engineer-Range 1	4	0	Male	4	4	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6549-1	Plumber-Range 1	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6533-1	Electrician-Range 1	4	0	Male	4	4	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6699-1	Air Cond/Refrig Mechanic-Range 1	4	2	Male	4	2	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6532-1	Lead Electrician-Range 1	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6260-1	Facilities Cntrl Specialist-Range 1	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6547-1	Sprvsng Plumber-Range 1	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6534-1	Sprvsng Electrician-Range 1	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	23	4	**Male #**	23	19	0	4	0	0	0	0
	Grand Total %		17.4	**Male %**	100.0	82.6	0.0	17.4	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

2024 AAP

Organizational Unit: FMS Grounds & Landscape Srvcs

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
0731-1	Groundsworker-Range 1	7	3	Male	7	4	0	3	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0739-1	Pest Control And Spray Spclst-Range 1	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0745-1	Gardening Specialist-Range 1	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6363-1	Light Auto Equipment Operator-Range 1	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0735-1	Irrigation Specialist-Range 1	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0726-1	Lead Groundsworker-Range 1	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**15**	**4**	**Male #**	**15**	**11**	**0**	**4**	**0**	**0**	**0**	**0**
	Grand Total %		**26.7**	**Male %**	**100.0**	**73.3**	**0.0**	**26.7**	**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**

Organizational Unit: FMS Labor & Moving Services

Job Code	Job Title	Total EMP	MIN		Total EMP	W	AA	H	A	NA	PI	2+
6223-1	Laborer-Range 1	5	0	Male	5	5	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	5	0	Male #	5	5	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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Chico State
Workforce Analysis

Organizational Unit: FMS Maintenance

Job Code	Job Title	Total EMP	MIN		Total EMP	W	AA	H	A	NA	PI	2+
6251-1	Facilities Worker II-Range 1	4	0	Male	4	4	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6526-1	Painter-Range 1	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6642-1	Locksmith-Range 1	3	0	Male	3	3	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6940-1	Facilities Maintenance Mech-Range 1	4	0	Male	4	4	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3318-1	Administrator I-Range 1	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6476-1	Carpenter-Range 1	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6616-1	Mason-Range 1	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6524-1	Sprvsng Painter-Range 1	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6474-1	Sprvsng Carpenter-Range 1	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6644-1	Supervising Locksmith-Range 1	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6265-1	Facilities Project Supv-Range 1	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6281-1	Metal Worker II-Range 1	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

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Organizational Unit: FMS Maintenance

Job Code	Job Title	Total			Total							
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
		21	0	Grand Total # Male #	21	21	0	0	0	0	0	0
			0.0	Grand Total % 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

2024 AAP

Workforce Analysis

Organizational Unit: FMS Sustainability

Job Code	Job Title	Total EMP	MIN		Total EMP	W	AA	H	A	NA	PI	2+
1038-3	Admin Analyst/Spclst 12 Mo-Range 3	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**

2024 AAP

Organizational Unit: FMS Transportation Services

Job Code	Job Title	Total				Total							
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
6270-1	Auto/Equipment Mechanic-Range 1	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6269-1	Supervising Auto/Equipmt Mech-Range 1	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

2024 AAP

Organizational Unit: Foster Youth Program

Job Code	Job Title	Total EMP	MIN		Total EMP	W	AA	H	A	NA	PI	2+
3084-1	SSP III-Range 1	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

2024 AAP

Chico State
Workforce Analysis

Organizational Unit: Gateway Science Museum

		Total				Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
8381-1	Administrator I-NE-Range 1	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
3312-1	Administrator II-Range 1	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
	Grand Total #	2	0	Male #	1	1	0	0	0	0	0	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	

2024 AAP

Organizational Unit: Geography & Planning

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1034-1	Admin Support Coord 11/12-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358-2	Lecturer AY-Range 2	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1
2360-4	Instr Fac AY-Range 4	2	2	Male	1	0	0	0	1	0	0	0
				Female	1	0	0	0	1	0	0	0
2360-5	Instr Fac AY-Range 5	4	1	Male	4	3	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0
2481-5	Dept Chair 12 Mo-Range 5	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	9	4	Male #	5	3	0	0	1	0	0	1
	Grand Total %		44.4	Male %	55.6	33.3	0.0	0.0	11.1	0.0	0.0	11.1
				Female #	4	2	0	0	1	0	0	1
				Female%	44.4	22.2	0.0	0.0	11.1	0.0	0.0	11.1

2024 AAP

Organizational Unit: Graduate School Admin

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
3078-9	SSP I 10 Mo-Range 9	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2632-1	Evaluator I-Range 1	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3079-2	SSP I-Range 2	1	1	Male	1	0	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0
1035-1	Admin Support Coord 12 Mo-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3082-1	SSP II-Range 1	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3084-1	SSP III-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1038-2	Admin Analyst/Spclst 12 Mo-Range 2	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3306-1	Administrator III-Range 1	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0

	Total EMP	Total MIN		EMP	W	AA	H	A	NA	PI	2+
Grand Total #	10	3	**Male #**	2	1	0	0	0	0	0	1
Grand Total %		30.0	**Male %**	20.0	10.0	0.0	0.0	0.0	0.0	0.0	10.0
			Female #	8	6	0	2	0	0	0	0
			Female%	80.0	60.0	0.0	20.0	0.0	0.0	0.0	0.0

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Chico State
Workforce Analysis

Organizational Unit: GS Faculty

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2355-2	Graduate Assistant-Range 2	10	8	Male	1	0	0	1	0	0	0	0
				Female	9	2	1	5	1	0	0	0
	Grand Total #	10	8	Male #	1	0	0	1	0	0	0	0
	Grand Total %		80.0	Male %	10.0	0.0	0.0	10.0	0.0	0.0	0.0	0.0
				Female #	9	2	1	5	1	0	0	0
				Female%	90.0	20.0	10.0	50.0	10.0	0.0	0.0	0.0

2024 AAP

Workforce Analysis

Organizational Unit: HFA Technology

Job Code	Job Title	Total EMP	MIN		Total EMP	W	AA	H	A	NA	PI	2+
0422-2	Info Tech Consultant 10/12-Range 2	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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Organizational Unit: History

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2354-1	Teaching Associate AY-Range 1	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1034-1	Admin Support Coord 11/12-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358-2	Lecturer AY-Range 2	4	0	Male	2	2	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2358-3	Lecturer AY-Range 3	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2360-3	Instr Fac AY-Range 3	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
2358-4	Lecturer AY-Range 4	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2360-4	Instr Fac AY-Range 4	3	1	Male	2	2	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
2360-5	Instr Fac AY-Range 5	4	0	Male	4	4	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2482-5	Dept Chair AY-Range 5	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	20	2	**Male #**	12	12	0	0	0	0	0	0
	Grand Total %		10.0	**Male %**	60.0	60.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	8	6	0	1	1	0	0	0
				Female%	40.0	30.0	0.0	5.0	5.0	0.0	0.0	0.0

2024 AAP

Organizational Unit: Human Resources Info Systems

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1038-2	Admin Analyst/Spclst 12 Mo-Range 2	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
3312-1	Administrator II-Range 1	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
	Grand Total #	3	1	**Male #**	0	0	0	0	0	0	0	0
	Grand Total %		33.3	**Male %**	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	3	2	0	1	0	0	0	0
				Female%	100.0	66.7	0.0	33.3	0.0	0.0	0.0	0.0

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Chico State
Workforce Analysis

Organizational Unit: Human Resources Service Center

Job Code	Job Title	Total EMP	MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035-1	Admin Support Coord 12 Mo-Range 1	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	0	0	0	1
1038-2	Admin Analyst/Spclst 12 Mo-Range 2	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1176-1	Cnfdntl Admin Support 12 Mo-Range 1	3	2	Male	0	0	0	0	0	0	0	0
				Female	3	1	0	2	0	0	0	0
1176-2	Cnfdntl Admin Support 12 Mo-Range 2	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1
3318-1	Administrator I-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3312-1	Administrator II-Range 1	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
3306-1	Administrator III-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	11	4	**Male #**	0	0	0	0	0	0	0	0
	Grand Total %		36.4	**Male %**	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	11	7	0	2	0	0	0	2
				Female%	100.0	63.6	0.0	18.2	0.0	0.0	0.0	18.2

2024 AAP

Organizational Unit: Info Systems, Finance&Account

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035-2	Admin Support Coord 12 Mo-Range 2	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358-3	Lecturer AY-Range 3	4	1	Male	1	1	0	0	0	0	0	0
				Female	3	2	0	0	1	0	0	0
2358-4	Lecturer AY-Range 4	5	0	Male	1	1	0	0	0	0	0	0
				Female	4	4	0	0	0	0	0	0
2360-3	Instr Fac AY-Range 3	2	2	Male	1	0	0	0	1	0	0	0
				Female	1	0	0	0	1	0	0	0
2360-4	Instr Fac AY-Range 4	4	3	Male	2	0	0	0	2	0	0	0
				Female	2	1	0	0	1	0	0	0
2360-5	Instr Fac AY-Range 5	5	1	Male	5	4	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
2481-5	Dept Chair 12 Mo-Range 5	2	2	Male	1	0	0	0	1	0	0	0
				Female	1	0	0	0	1	0	0	0
	Grand Total #	23	9	Male #	11	6	0	0	5	0	0	0
	Grand Total %		39.1	Male %	47.8	26.1	0.0	0.0	21.7	0.0	0.0	0.0
				Female #	12	8	0	0	4	0	0	0
				Female%	52.2	34.8	0.0	0.0	17.4	0.0	0.0	0.0

2024 AAP

Chico State
Workforce Analysis

Organizational Unit: Information Security

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
0420-2	Info Tech Consultant 12 Mo-Range 2	2	1	Male	2	1	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0400-2	Analyst/Programmer 12 Mo-Range 2	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0400-3	Analyst/Programmer 12 Mo-Range 3	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3312-1	Administrator II-Range 1	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	6	2	**Male #**	6	4	1	1	0	0	0	0
	Grand Total %		33.3	**Male %**	100.0	66.7	16.7	16.7	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

2024 AAP

Organizational Unit: Institnl Rsrch&Strtgc Analysis

Job Code	Job Title	Total EMP	MIN		Total EMP	W	AA	H	A	NA	PI	2+
0420-2	Info Tech Consultant 12 Mo-Range 2	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0400-2	Analyst/Programmer 12 Mo-Range 2	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
5680-1	Research Technician III-Range 1	4	0	Male	4	4	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0420-3	Info Tech Consultant 12 Mo-Range 3	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3306-1	Administrator III-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	8	1	Male #	7	6	0	1	0	0	0	0
	Grand Total %		12.5	Male %	87.5	75.0	0.0	12.5	0.0	0.0	0.0	0.0
				Female #	1	1	0	0	0	0	0	0
				Female%	12.5	12.5	0.0	0.0	0.0	0.0	0.0	0.0

2024 AAP

Organizational Unit: Int'l Educ and Global Engage

Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
		Total			Total							
3079-2	SSP I-Range 2	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1038-2	Admin Analyst/Spclst 12 Mo-Range 2	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3082-1	SSP II-Range 1	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0
3084-1	SSP III-Range 1	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
3086-6	SSP IV-Range 6	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3086-1	SSP IV-Range 1	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3300-1	Administrator IV-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	9	3	**Male #**	1	1	0	0	0	0	0	0
	Grand Total %		33.3	**Male %**	11.1	11.1	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	8	5	0	1	2	0	0	0
				Female%	88.9	55.6	0.0	11.1	22.2	0.0	0.0	0.0

2024 AAP

Organizational Unit: IT Support Services

Job Code	Job Title	Total EMP	MIN		Total EMP	W	AA	H	A	NA	PI	2+
0420-1	Info Tech Consultant 12 Mo-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
0420-2	Info Tech Consultant 12 Mo-Range 2	15	1	Male	14	13	0	0	1	0	0	0
				Female	1	1	0	0	0	0	0	0
0420-3	Info Tech Consultant 12 Mo-Range 3	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3312-1	Administrator II-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	19	1	Male #	16	15	0	0	1	0	0	0
	Grand Total %		5.3	Male %	84.2	78.9	0.0	0.0	5.3	0.0	0.0	0.0
				Female #	3	3	0	0	0	0	0	0
				Female%	15.8	15.8	0.0	0.0	0.0	0.0	0.0	0.0

2024 AAP

Organizational Unit: Journalism & Public Relations

Job Code	Job Title		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1035-2	Admin Support Coord 12 Mo-Range 2		1	1	Male	0	0	0	0	0	0	0	0
					Female	1	0	0	1	0	0	0	0
2358-2	Lecturer AY-Range 2		1	0	Male	0	0	0	0	0	0	0	0
					Female	1	1	0	0	0	0	0	0
2358-3	Lecturer AY-Range 3		2	0	Male	2	2	0	0	0	0	0	0
					Female	0	0	0	0	0	0	0	0
2360-4	Instr Fac AY-Range 4		1	1	Male	0	0	0	0	0	0	0	0
					Female	1	0	0	0	1	0	0	0
2358-5	Lecturer AY-Range 5		1	0	Male	0	0	0	0	0	0	0	0
					Female	1	1	0	0	0	0	0	0
2360-5	Instr Fac AY-Range 5		2	0	Male	1	1	0	0	0	0	0	0
					Female	1	1	0	0	0	0	0	0
2481-4	Dept Chair 12 Mo-Range 4		1	0	Male	0	0	0	0	0	0	0	0
					Female	1	1	0	0	0	0	0	0
	Grand Total #		9	2	**Male #**	3	3	0	0	0	0	0	0
	Grand Total %			22.2	**Male %**	33.3	33.3	0.0	0.0	0.0	0.0	0.0	0.0
					Female #	6	4	0	1	1	0	0	0
					Female%	66.7	44.4	0.0	11.1	11.1	0.0	0.0	0.0

2024 AAP

Organizational Unit: Kinesiology

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2354-1	Teaching Associate AY-Range 1	5	2	Male	2	1	0	0	0	0	0	1
				Female	3	2	0	1	0	0	0	0
1031-1	Admin Support Assistant 11/12-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1032-2	Admin Support Assistant 12 Mo-Range 2	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
1035-2	Admin Support Coord 12 Mo-Range 2	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	1	0	0
2358-2	Lecturer AY-Range 2	7	2	Male	4	3	0	0	0	0	0	1
				Female	3	2	0	0	0	1	0	0
2358-3	Lecturer AY-Range 3	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	0	1	0	0
2360-3	Instr Fac AY-Range 3	4	0	Male	2	2	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2358-4	Lecturer AY-Range 4	7	1	Male	2	2	0	0	0	0	0	0
				Female	5	4	0	0	0	0	0	1
2360-4	Instr Fac AY-Range 4	3	2	Male	0	0	0	0	0	0	0	0
				Female	3	1	0	0	1	1	0	0
2360-5	Instr Fac AY-Range 5	6	2	Male	4	2	0	1	1	0	0	0
				Female	2	2	0	0	0	0	0	0
2481-5	Dept Chair 12 Mo-Range 5	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	38	12	Male #	14	10	0	1	1	0	0	2
	Grand Total %		31.6	Male %	36.8	26.3	0.0	2.6	2.6	0.0	0.0	5.3
				Female #	24	16	1	1	1	4	0	1
				Female%	63.2	42.1	2.6	2.6	2.6	10.5	0.0	2.6

2024 AAP

Chico State
Workforce Analysis

Organizational Unit: Languages & Cultures

		Total			Total							
Job Code	**Job Title**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
2354-1	Teaching Associate AY-Range 1	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2358-2	Lecturer AY-Range 2	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358-3	Lecturer AY-Range 3	3	2	Male	1	0	0	1	0	0	0	0
				Female	2	1	0	0	1	0	0	0
2360-4	Instr Fac AY-Range 4	3	0	Male	0	0	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
2360-5	Instr Fac AY-Range 5	3	3	Male	3	0	0	2	1	0	0	0
				Female	0	0	0	0	0	0	0	0
2482-5	Dept Chair AY-Range 5	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	12	6	**Male #**	4	0	0	3	1	0	0	0
	Grand Total %		50.0	**Male %**	33.3	0.0	0.0	25.0	8.3	0.0	0.0	0.0
				Female #	8	6	0	1	1	0	0	0
				Female%	66.7	50.0	0.0	8.3	8.3	0.0	0.0	0.0

2024 AAP

Organizational Unit: Latinx Equity & Success

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
3312-1	Administrator II-Range 1	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

2024 AAP

Organizational Unit: Liberal Studies

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

2024 AAP

Organizational Unit: Library Services

Job Code	Job Title	Total EMP	MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035-1	Admin Support Coord 12 Mo-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2887-1	Library Services Spec II-Range 1	3	0	Male	2	2	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2888-1	Library Services Spec III-Range 1	8	1	Male	3	2	0	1	0	0	0	0
				Female	5	5	0	0	0	0	0	0
1038-2	Admin Analyst/Spclst 12 Mo-Range 2	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2889-1	Library Services Spec IV-Range 1	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2920-2	Librarian 12 Mo-Range 2	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2920-3	Librarian 12 Mo-Range 3	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	0	1	0	0	0	0
2920-4	Librarian 12 Mo-Range 4	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2481-4	Dept Chair 12 Mo-Range 4	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2914-4	Supervising Librarian 12 Mo-Range 4	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2920-5	Librarian 12 Mo-Range 5	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3300-1	Administrator IV-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0

2024 AAP

Organizational Unit: Library Services

		Total				Total						
Job Code	**Job Title**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
	Grand Total #	24	2	Male #	11	10	0	1	0	0	0	0
	Grand Total %		8.3	Male %	45.8	41.7	0.0	4.2	0.0	0.0	0.0	0.0
				Female #	13	12	0	1	0	0	0	0
				Female%	54.2	50.0	0.0	4.2	0.0	0.0	0.0	0.0

2024 AAP

Organizational Unit: Library Srvcs Technology

Job Code	Job Title	Total EMP	MIN		Total EMP	W	AA	H	A	NA	PI	2+
0420-1	Info Tech Consultant 12 Mo-Range 1	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0420-3	Info Tech Consultant 12 Mo-Range 3	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

Chico State
Workforce Analysis

Organizational Unit: Management

Job Code	Job Title	Total EMP	MIN		Total EMP	W	AA	H	A	NA	PI	2+
1034-2	Admin Support Coord 11/12-Range 2	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
2358-3	Lecturer AY-Range 3	8	1	Male	6	5	0	1	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2358-4	Lecturer AY-Range 4	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2358-5	Lecturer AY-Range 5	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
2360-3	Instr Fac AY-Range 3	2	2	Male	1	0	0	0	1	0	0	0
				Female	1	0	1	0	0	0	0	0
2360-4	Instr Fac AY-Range 4	3	0	Male	0	0	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
2360-5	Instr Fac AY-Range 5	3	1	Male	2	2	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
2481-5	Dept Chair 12 Mo-Range 5	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	22	6	Male #	13	11	0	1	1	0	0	0
	Grand Total %		27.3	Male %	59.1	50.0	0.0	4.5	4.5	0.0	0.0	0.0
				Female #	9	5	1	0	3	0	0	0
				Female%	40.9	22.7	4.5	0.0	13.6	0.0	0.0	0.0

2024 AAP

Organizational Unit: Marketing

Job Code	Job Title	Total EMP	MIN		Total EMP	W	AA	H	A	NA	PI	2+
2358-3	Lecturer AY-Range 3	3	0	Male	0	0	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
2358-4	Lecturer AY-Range 4	3	0	Male	2	2	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2360-3	Instr Fac AY-Range 3	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2360-4	Instr Fac AY-Range 4	2	2	Male	1	0	0	0	1	0	0	0
				Female	1	0	0	0	1	0	0	0
2360-5	Instr Fac AY-Range 5	3	0	Male	3	3	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2481-5	Dept Chair 12 Mo-Range 5	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	13	2	**Male #**	7	6	0	0	1	0	0	0
	Grand Total %		15.4	**Male %**	53.8	46.2	0.0	0.0	7.7	0.0	0.0	0.0
				Female #	6	5	0	0	1	0	0	0
				Female%	46.2	38.5	0.0	0.0	7.7	0.0	0.0	0.0

2024 AAP

Chico State
Workforce Analysis

Organizational Unit: Mathematics & Statistics

Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1034-1	Admin Support Coord 11/12-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1034-2	Admin Support Coord 11/12-Range 2	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358-2	Lecturer AY-Range 2	7	1	Male	2	1	0	0	1	0	0	0
				Female	5	5	0	0	0	0	0	0
2358-3	Lecturer AY-Range 3	3	2	Male	3	1	0	1	1	0	0	0
				Female	0	0	0	0	0	0	0	0
2360-3	Instr Fac AY-Range 3	3	1	Male	3	2	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2360-4	Instr Fac AY-Range 4	8	1	Male	4	4	0	0	0	0	0	0
				Female	4	3	1	0	0	0	0	0
2360-5	Instr Fac AY-Range 5	4	0	Male	3	3	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2481-5	Dept Chair 12 Mo-Range 5	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	28	5	**Male #**	16	12	0	2	2	0	0	0
	Grand Total %		17.9	**Male %**	57.1	42.9	0.0	7.1	7.1	0.0	0.0	0.0
				Female #	12	11	1	0	0	0	0	0
				Female%	42.9	39.3	3.6	0.0	0.0	0.0	0.0	0.0

2024 AAP

Workforce Analysis

Organizational Unit: Mech & Mchtrnc Engr & Adv Manf

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1034-2	Admin Support Coord 11/12-Range 2	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358-2	Lecturer AY-Range 2	5	1	Male	5	4	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2358-3	Lecturer AY-Range 3	6	1	Male	6	5	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0
2360-3	Instr Fac AY-Range 3	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2360-4	Instr Fac AY-Range 4	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2481-4	Dept Chair 12 Mo-Range 4	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	16	2	Male #	14	12	0	1	0	0	0	1
	Grand Total %		12.5	Male %	87.5	75.0	0.0	6.3	0.0	0.0	0.0	6.3
				Female #	2	2	0	0	0	0	0	0
				Female%	12.5	12.5	0.0	0.0	0.0	0.0	0.0	0.0

2024 AAP

Organizational Unit: Media & Design Services

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
0820-1	Graphic Designer 12 Mo-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
0810-2	Media Prod Spec 12 Mo-Range 2	4	1	Male	4	3	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0820-2	Graphic Designer 12 Mo-Range 2	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0810-3	Media Prod Spec 12 Mo-Range 3	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0420-2	Info Tech Consultant 12 Mo-Range 2	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
3312-1	Administrator II-Range 1	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	10	3	Male #	9	6	0	2	1	0	0	0
	Grand Total %		30.0	Male %	90.0	60.0	0.0	20.0	10.0	0.0	0.0	0.0
				Female #	1	1	0	0	0	0	0	0
				Female%	10.0	10.0	0.0	0.0	0.0	0.0	0.0	0.0

2024 AAP

Organizational Unit: Media Arts, Design & Technlgy

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2358-2	Lecturer AY-Range 2	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358-3	Lecturer AY-Range 3	4	1	Male	2	1	1	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2360-4	Instr Fac AY-Range 4	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
2481-4	Dept Chair 12 Mo-Range 4	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2360-5	Instr Fac AY-Range 5	3	0	Male	1	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
	Grand Total #	11	2	Male #	5	4	1	0	0	0	0	0
	Grand Total %		18.2	Male %	45.5	36.4	9.1	0.0	0.0	0.0	0.0	0.0
				Female #	6	5	0	0	1	0	0	0
				Female%	54.5	45.5	0.0	0.0	9.1	0.0	0.0	0.0

2024 AAP

Organizational Unit: MESA Engineering Prog

Job Code	Job Title	Total EMP	MIN		Total EMP	W	AA	H	A	NA	PI	2+
3079-2	SSP I-Range 2	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3312-1	Administrator II-Range 1	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	2	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

2024 AAP

Chico State
Workforce Analysis

Snapshot Date: 11/01/2023

Plan Date: 11/01/2023

Organizational Unit: Multicultural & Gender Studies

Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
		Total			**Total**							
1034-2	Admin Support Coord 11/12-Range 2	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358-2	Lecturer AY-Range 2	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2358-3	Lecturer AY-Range 3	4	2	Male	1	0	1	0	0	0	0	0
				Female	3	2	0	0	1	0	0	0
2358-4	Lecturer AY-Range 4	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2360-3	Instr Fac AY-Range 3	4	3	Male	1	0	1	0	0	0	0	0
				Female	3	1	1	0	0	1	0	0
2360-5	Instr Fac AY-Range 5	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2481-4	Dept Chair 12 Mo-Range 4	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	13	6	**Male #**	4	1	2	1	0	0	0	0
	Grand Total %		46.2	**Male %**	30.8	7.7	15.4	7.7	0.0	0.0	0.0	0.0
				Female #	9	6	1	0	1	1	0	0
				Female%	69.2	46.2	7.7	0.0	7.7	7.7	0.0	0.0

2024 AAP

Organizational Unit: Music, Theatre and Dance

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1034-1	Admin Support Coord 11/12-Range 1	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
1034-2	Admin Support Coord 11/12-Range 2	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358-2	Lecturer AY-Range 2	10	2	Male	4	3	0	1	0	0	0	0
				Female	6	5	0	0	1	0	0	0
6951-1	Piano Technician II-Range 1	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2358-3	Lecturer AY-Range 3	6	0	Male	4	4	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2360-4	Instr Fac AY-Range 4	4	0	Male	1	1	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
2360-5	Instr Fac AY-Range 5	4	0	Male	3	3	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2482-4	Dept Chair AY-Range 4	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	28	3	Male #	14	13	0	1	0	0	0	0
	Grand Total %		10.7	Male %	50.0	46.4	0.0	3.6	0.0	0.0	0.0	0.0
				Female #	14	12	0	0	2	0	0	0
				Female%	50.0	42.9	0.0	0.0	7.1	0.0	0.0	0.0

2024 AAP

Organizational Unit: Network Operations

Job Code	Job Title	Total EMP	MIN		Total EMP	W	AA	H	A	NA	PI	2+
0430-2	Network Analyst 12 Mo-Range 2	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0430-3	Network Analyst 12 Mo-Range 3	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

2024 AAP

Workforce Analysis

Organizational Unit: New Stdnt Orntatn&Transtn Prog

		Total				Total						
Job Code	**Job Title**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
1035-1	Admin Support Coord 12 Mo-Range 1	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
3082-1	SSP II-Range 1	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
	Grand Total #	2	2	Male #	0	0	0	0	0	0	0	0
	Grand Total %		100.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	2	0	0	1	1	0	0	0
				Female%	100.0	0.0	0.0	50.0	50.0	0.0	0.0	0.0

2024 AAP

Organizational Unit: NS Math Ile

Job Code	Job Title	Total EMP	MIN		Total EMP	W	AA	H	A	NA	PI	2+
3086-1	SSP IV-Range 1	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**

2024 AAP

Organizational Unit: NS Technology Support

Job Code	Job Title	Total EMP	MIN		Total EMP	W	AA	H	A	NA	PI	2+
1617-1	Instructional Support Tech II-Range 1	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7023-1	Equip Tech III, Electronic-Range 1	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 #	2	1	0	0	1	0	0	0
	Grand Total %		50.0	Male %	100.0	50.0	0.0	0.0	50.0	0.0	0.0	0.0
				Female #	0	0	0	0	0	0	0	0
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

2024 AAP

Organizational Unit: NSC Student Success

		Total			Total							
Job Code	**Job Title**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
3084-1	SSP III-Range 1	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

2024 AAP

Chico State
Workforce Analysis

Organizational Unit: Nursing

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1032-2	Admin Support Assistant 12 Mo-Range 2	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
1035-2	Admin Support Coord 12 Mo-Range 2	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1619-8	Instructional Support Tech III-Range 8	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8521-1	SSP II NE-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3082-1	SSP II-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358-3	Lecturer AY-Range 3	18	3	Male	2	2	0	0	0	0	0	0
				Female	16	13	1	0	2	0	0	0
2358-4	Lecturer AY-Range 4	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2360-3	Instr Fac AY-Range 3	4	1	Male	3	2	0	0	0	1	0	0
				Female	1	1	0	0	0	0	0	0
2360-4	Instr Fac AY-Range 4	5	2	Male	0	0	0	0	0	0	0	0
				Female	5	3	1	1	0	0	0	0
2360-5	Instr Fac AY-Range 5	3	0	Male	0	0	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
2481-5	Dept Chair 12 Mo-Range 5	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
	Grand Total #	38	8	Male #	7	5	0	0	1	1	0	0
	Grand Total %		21.1	Male %	18.4	13.2	0.0	0.0	2.6	2.6	0.0	0.0
				Female #	31	25	2	1	3	0	0	0
				Female%	81.6	65.8	5.3	2.6	7.9	0.0	0.0	0.0

2024 AAP

Organizational Unit: Nutrition & Food Sciences

Job Code	Job Title	EMP (Total)	MIN (Total)		EMP	W	AA	H	A	NA	PI	2+
1579-8	Instructional Support Asst III-Range 8	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1035-2	Admin Support Coord 12 Mo-Range 2	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358-2	Lecturer AY-Range 2	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358-3	Lecturer AY-Range 3	4	1	Male	0	0	0	0	0	0	0	0
				Female	4	3	0	1	0	0	0	0
2360-3	Instr Fac AY-Range 3	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
2358-4	Lecturer AY-Range 4	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2360-4	Instr Fac AY-Range 4	2	1	Male	1	0	1	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2360-5	Instr Fac AY-Range 5	4	2	Male	0	0	0	0	0	0	0	0
				Female	4	2	0	1	1	0	0	0
2481-5	Dept Chair 12 Mo-Range 5	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2388-0	Grant-Related/Specially Funded Instructional Faculty 12 Mo-Range 0	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	17	5	Male #	1	0	1	0	0	0	0	0
	Grand Total %		29.4	Male %	5.9	0.0	5.9	0.0	0.0	0.0	0.0	0.0
				Female #	16	12	1	2	1	0	0	0
				Female%	94.1	70.6	5.9	11.8	5.9	0.0	0.0	0.0

2024 AAP

Organizational Unit: Office of the Registrar

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1032-2	Admin Support Assistant 12 Mo-Range 2	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1035-1	Admin Support Coord 12 Mo-Range 1	2	1	Male	1	0	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1038-1	Admin Analyst/Spclst 12 Mo-Range 1	3	3	Male	1	0	0	0	1	0	0	0
				Female	2	0	0	2	0	0	0	0
1038-2	Admin Analyst/Spclst 12 Mo-Range 2	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
0800-2	Pub Affairs/Comm Spec 12 Mo-Range 2	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3082-1	SSP II-Range 1	6	2	Male	1	0	0	1	0	0	0	0
				Female	5	4	0	1	0	0	0	0
1038-3	Admin Analyst/Spclst 12 Mo-Range 3	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3318-1	Administrator I-Range 1	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3086-1	SSP IV-Range 1	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3306-1	Administrator III-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	21	10	**Male #**	6	2	0	3	1	0	0	0
	Grand Total %		47.6	**Male %**	28.6	9.5	0.0	14.3	4.8	0.0	0.0	0.0
				Female #	15	9	0	6	0	0	0	0
				Female%	71.4	42.9	0.0	28.6	0.0	0.0	0.0	0.0

2024 AAP

Chico State
Workforce Analysis

Organizational Unit: Parking Services - Univ Police

Job Code	Job Title	Total EMP	MIN		Total EMP	W	AA	H	A	NA	PI	2+
8820-1	Community Service Spec 12 Mo-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8820-2	Community Service Spec 12 Mo-Range 2	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	2	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 #	2	2	0	0	0	0	0	0
				Female%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0

2024 AAP

Organizational Unit: Payroll Services

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1101-1	Payroll Technician II-Range 1	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
1102-1	Payroll Technician III-Range 1	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3312-1	Administrator II-Range 1	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	2	0	0	0	0
				Female%	100.0	50.0	0.0	50.0	0.0	0.0	0.0	0.0

2024 AAP

Organizational Unit: PCE Administration

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1032-2	Admin Support Assistant 12 Mo-Range 2	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1035-1	Admin Support Coord 12 Mo-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1035-2	Admin Support Coord 12 Mo-Range 2	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
0800-2	Pub Affairs/Comm Spec 12 Mo-Range 2	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1
5181-1	Extended Ed Specialist I-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3318-1	Administrator I-Range 1	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
0820-2	Graphic Designer 12 Mo-Range 2	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3312-1	Administrator II-Range 1	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
5182-1	Extended Ed Specialist II-Range 1	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3300-1	Administrator IV-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	12	3	**Male #**	1	1	0	0	0	0	0	0
	Grand Total %		25.0	**Male %**	8.3	8.3	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	11	8	0	2	0	0	0	1
				Female%	91.7	66.7	0.0	16.7	0.0	0.0	0.0	8.3

2024 AAP

Organizational Unit: Philosophy

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2358-3	Lecturer AY-Range 3	6	1	Male	5	5	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2360-4	Instr Fac AY-Range 4	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2360-5	Instr Fac AY-Range 5	3	1	Male	3	2	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
2482-5	Dept Chair AY-Range 5	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	11	2	**Male #**	9	8	0	0	1	0	0	0
	Grand Total %		18.2	**Male %**	81.8	72.7	0.0	0.0	9.1	0.0	0.0	0.0
				Female #	2	1	0	1	0	0	0	0
				Female%	18.2	9.1	0.0	9.1	0.0	0.0	0.0	0.0

2024 AAP

Organizational Unit: Physics

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1034-1	Admin Support Coord 11/12-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1615-1	Instructional Support Tech I-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1617-6	Instructional Support Tech II-Range 6	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358-2	Lecturer AY-Range 2	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2358-3	Lecturer AY-Range 3	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
2360-3	Instr Fac AY-Range 3	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358-4	Lecturer AY-Range 4	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
2360-4	Instr Fac AY-Range 4	3	1	Male	2	2	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
2360-5	Instr Fac AY-Range 5	4	0	Male	3	3	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0

					EMP	W	AA	H	A	NA	PI	2+
	Grand Total #	15	3	Male #	8	7	0	0	1	0	0	0
	Grand Total %		20.0	Male %	53.3	46.7	0.0	0.0	6.7	0.0	0.0	0.0
				Female #	7	5	0	0	2	0	0	0
				Female%	46.7	33.3	0.0	0.0	13.3	0.0	0.0	0.0

2024 AAP

Organizational Unit: Political Science

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2354-1	Teaching Associate AY-Range 1	9	6	Male	6	3	0	2	0	0	0	1
				Female	3	0	0	2	1	0	0	0
1034-1	Admin Support Coord 11/12-Range 1	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
1035-2	Admin Support Coord 12 Mo-Range 2	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358-3	Lecturer AY-Range 3	4	0	Male	2	2	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2358-4	Lecturer AY-Range 4	3	0	Male	2	2	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2360-3	Instr Fac AY-Range 3	5	0	Male	0	0	0	0	0	0	0	0
				Female	5	5	0	0	0	0	0	0
2360-4	Instr Fac AY-Range 4	7	2	Male	2	2	0	0	0	0	0	0
				Female	5	3	1	0	0	0	0	1
2360-5	Instr Fac AY-Range 5	5	1	Male	2	2	0	0	0	0	0	0
				Female	3	2	1	0	0	0	0	0
2481-5	Dept Chair 12 Mo-Range 5	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0

	Total EMP	Total MIN		EMP	W	AA	H	A	NA	PI	2+
Grand Total #	36	10	Male #	14	11	0	2	0	0	0	1
Grand Total %		27.8	Male %	38.9	30.6	0.0	5.6	0.0	0.0	0.0	2.8
			Female #	22	15	2	2	2	0	0	1
			Female%	61.1	41.7	5.6	5.6	5.6	0.0	0.0	2.8

2024 AAP

Organizational Unit: President Ex Mgmt

Job Code	Job Title	Total EMP	MIN		Total EMP	W	AA	H	A	NA	PI	2+
1176-2	Cnfdntl Admin Support 12 Mo-Range 2	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
3318-1	Administrator I-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3306-1	Administrator III-Range 1	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
	Grand Total #	4	2	Male #	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

2024 AAP

Organizational Unit: Procurement Services

Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
		Total			**Total**							
4792-1	Buyer II-Range 1	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
1038-2	Admin Analyst/Spclst 12 Mo-Range 2	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4794-1	Buyer III-Range 1	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
3306-1	Administrator III-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	6	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 #	6	6	0	0	0	0	0	0
				Female%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0

2024 AAP

Organizational Unit: Project and Change Mgmt Offic

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1038-1	Admin Analyst/Spclst 12 Mo-Range 1	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
0420-2	Info Tech Consultant 12 Mo-Range 2	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	1	0
0420-3	Info Tech Consultant 12 Mo-Range 3	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3318-1	Administrator I-Range 1	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0400-3	Analyst/Programmer 12 Mo-Range 3	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3312-1	Administrator II-Range 1	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
	Grand Total #	8	1	**Male #**	3	3	0	0	0	0	0	0
	Grand Total %		12.5	**Male %**	37.5	37.5	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	5	4	0	0	0	0	1	0
				Female%	62.5	50.0	0.0	0.0	0.0	0.0	12.5	0.0

2024 AAP

Organizational Unit: Property Management

Job Code	Job Title	Total EMP	MIN		Total EMP	W	AA	H	A	NA	PI	2+
1549-1	Property Clerk II-Range 1	2	1	Male	1	0	0	0	1	0	0	0
				Female	1	1	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

2024 AAP

Organizational Unit: Provost Exec Mgmt

Job Code	Job Title	Total EMP	MIN		Total EMP	W	AA	H	A	NA	PI	2+
1176-3	Cnfdntl Admin Support 12 Mo-Range 3	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

2024 AAP

Organizational Unit: Provost Office

		Total				Total							
Job Code	**Job Title**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
1035-2	Admin Support Coord 12 Mo-Range 2	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2572-1	Space & Fac Utilization Spec-Range 1	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3312-1	Administrator II-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	3	0	Male #	2	2	0	0	0	0	0	0
	Grand Total %		0.0	Male %	66.7	66.7	0.0	0.0	0.0	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

2024 AAP

Organizational Unit: Psychology

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1031-2	Admin Support Assistant 11/12-Range 2	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1034-2	Admin Support Coord 11/12-Range 2	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2358-3	Lecturer AY-Range 3	15	1	Male	7	6	0	1	0	0	0	0
				Female	8	8	0	0	0	0	0	0
2360-3	Instr Fac AY-Range 3	5	3	Male	2	0	1	0	0	0	0	1
				Female	3	2	0	0	1	0	0	0
2358-4	Lecturer AY-Range 4	3	0	Male	0	0	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
2360-4	Instr Fac AY-Range 4	4	0	Male	3	3	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358-5	Lecturer AY-Range 5	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2360-5	Instr Fac AY-Range 5	10	4	Male	8	5	0	2	1	0	0	0
				Female	2	1	0	0	1	0	0	0
2481-4	Dept Chair 12 Mo-Range 4	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

	Total EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
Grand Total #	42	8	Male #	21	15	1	3	1	0	0	1
Grand Total %		19.0	Male %	50.0	35.7	2.4	7.1	2.4	0.0	0.0	2.4
			Female #	21	19	0	0	2	0	0	0
			Female%	50.0	45.2	0.0	0.0	4.8	0.0	0.0	0.0

2024 AAP

Chico State
Workforce Analysis

Organizational Unit: Pub Health & Health Serv Admin

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1034-1	Admin Support Coord 11/12-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358-3	Lecturer AY-Range 3	10	4	Male	1	1	0	0	0	0	0	0
				Female	9	5	1	2	1	0	0	0
2360-3	Instr Fac AY-Range 3	2	1	Male	1	0	1	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358-4	Lecturer AY-Range 4	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2360-4	Instr Fac AY-Range 4	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	0	0	0	1
2360-5	Instr Fac AY-Range 5	3	0	Male	1	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2481-5	Dept Chair 12 Mo-Range 5	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	20	7	Male #	5	3	1	1	0	0	0	0
	Grand Total %		35.0	Male %	25.0	15.0	5.0	5.0	0.0	0.0	0.0	0.0
				Female #	15	10	1	2	1	0	0	1
				Female%	75.0	50.0	5.0	10.0	5.0	0.0	0.0	5.0

2024 AAP

Chico State

Workforce Analysis

Organizational Unit: Recr, Hosp & Parks Mgmt

Job Code	Job Title	Total EMP	MIN		Total EMP	W	AA	H	A	NA	PI	2+
1034-1	Admin Support Coord 11/12-Range 1	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2358-3	Lecturer AY-Range 3	4	0	Male	1	1	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
2358-4	Lecturer AY-Range 4	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2360-3	Instr Fac AY-Range 3	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2360-4	Instr Fac AY-Range 4	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
2360-5	Instr Fac AY-Range 5	3	0	Male	1	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
	Grand Total #	**11**	**2**	**Male #**	**4**	**3**	**0**	**0**	**1**	**0**	**0**	**0**
	Grand Total %		**18.2**	**Male %**	**36.4**	**27.3**	**0.0**	**0.0**	**9.1**	**0.0**	**0.0**	**0.0**
				Female #	**7**	**6**	**0**	**1**	**0**	**0**	**0**	**0**
				Female%	**63.6**	**54.5**	**0.0**	**9.1**	**0.0**	**0.0**	**0.0**	**0.0**

2024 AAP

Organizational Unit: Recreational Sports

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035-1	Admin Support Coord 12 Mo-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8185-8	Athletic Trainer II 12 Mo-Range 8	1	1	Male	1	0	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0
3084-1	SSP III-Range 1	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3312-1	Administrator II-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	5	2	**Male #**	3	1	0	1	0	0	0	1
	Grand Total %		40.0	**Male %**	60.0	20.0	0.0	20.0	0.0	0.0	0.0	20.0
				Female #	2	2	0	0	0	0	0	0
				Female%	40.0	40.0	0.0	0.0	0.0	0.0	0.0	0.0

2024 AAP

Organizational Unit: Risk Management Admin

Job Code	Job Title	Total EMP	MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035-1	Admin Support Coord 12 Mo-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3312-1	Administrator II-Range 1	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

2024 AAP

Workforce Analysis

Organizational Unit: School Of The Arts

Job Code	Job Title	Total EMP	MIN		Total EMP	W	AA	H	A	NA	PI	2+
0842-1	Performing Arts Tech 10/12-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
0840-2	Performing Arts Tech 12 Mo-Range 2	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0840-3	Performing Arts Tech 12 Mo-Range 3	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

2024 AAP

Chico State
Workforce Analysis

Organizational Unit: Science Education

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2358-2	Lecturer AY-Range 2	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358-3	Lecturer AY-Range 3	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2360-3	Instr Fac AY-Range 3	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2360-4	Instr Fac AY-Range 4	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2481-5	Dept Chair 12 Mo-Range 5	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
	Grand Total #	6	2	Male #	2	1	1	0	0	0	0	0
	Grand Total %		33.3	Male %	33.3	16.7	16.7	0.0	0.0	0.0	0.0	0.0
				Female #	4	3	0	1	0	0	0	0
				Female%	66.7	50.0	0.0	16.7	0.0	0.0	0.0	0.0

2024 AAP

Organizational Unit: Social Science

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1034-1	Admin Support Coord 11/12-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358-2	Lecturer AY-Range 2	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	0	0	0	0	0	1
2358-3	Lecturer AY-Range 3	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2481-5	Dept Chair 12 Mo-Range 5	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	6	1	**Male #**	1	1	0	0	0	0	0	0
	Grand Total %		16.7	**Male %**	16.7	16.7	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	5	4	0	0	0	0	0	1
				Female%	83.3	66.7	0.0	0.0	0.0	0.0	0.0	16.7

2024 AAP

Workforce Analysis

Organizational Unit: Social Work

Job Code	Job Title	Total EMP	MIN		Total EMP	W	AA	H	A	NA	PI	2+
2358-2	Lecturer AY-Range 2	4	2	Male	0	0	0	0	0	0	0	0
				Female	4	2	0	2	0	0	0	0
3082-1	SSP II-Range 1	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2358-3	Lecturer AY-Range 3	11	2	Male	1	1	0	0	0	0	0	0
				Female	10	8	0	1	1	0	0	0
2358-4	Lecturer AY-Range 4	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2361-3	Instr Fac 12 Mo-Range 3	3	1	Male	1	1	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
2360-3	Instr Fac AY-Range 3	3	3	Male	0	0	0	0	0	0	0	0
				Female	3	0	0	0	3	0	0	0
2359-3	Lecturer 12 Mo-Range 3	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2360-4	Instr Fac AY-Range 4	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2360-5	Instr Fac AY-Range 5	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	0	0	1	0	0	0
2359-4	Lecturer 12 Mo-Range 4	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2481-5	Dept Chair 12 Mo-Range 5	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	32	10	Male #	3	2	0	1	0	0	0	0
	Grand Total %		31.3	Male %	9.4	6.3	0.0	3.1	0.0	0.0	0.0	0.0
				Female #	29	20	0	4	5	0	0	0
				Female%	90.6	62.5	0.0	12.5	15.6	0.0	0.0	0.0

2024 AAP

Organizational Unit: Sociology

		Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1035-2	Admin Support Coord 12 Mo-Range 2	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358-3	Lecturer AY-Range 3	8	2	Male	1	1	0	0	0	0	0	0
				Female	7	5	0	1	0	0	0	1
2360-3	Instr Fac AY-Range 3	3	1	Male	1	0	0	1	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2358-4	Lecturer AY-Range 4	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2360-4	Instr Fac AY-Range 4	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2360-5	Instr Fac AY-Range 5	3	2	Male	1	1	0	0	0	0	0	0
				Female	2	0	1	0	1	0	0	0
2481-5	Dept Chair 12 Mo-Range 5	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	18	5	Male #	4	3	0	1	0	0	0	0
	Grand Total %		27.8	Male %	22.2	16.7	0.0	5.6	0.0	0.0	0.0	0.0
				Female #	14	10	1	1	1	0	0	1
				Female%	77.8	55.6	5.6	5.6	5.6	0.0	0.0	5.6

2024 AAP

Organizational Unit: Staff Council

Job Code	Job Title	Total			Total							
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1033-1	Admin Support Coord 10/12-Range 1	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

2024 AAP

Chico State
Workforce Analysis

Organizational Unit: Staff Professional Development

		Total			Total							
Job Code	**Job Title**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
1035-2	Admin Support Coord 12 Mo-Range 2	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

2024 AAP

Organizational Unit: Student Financial Services

		Total										
							Total					
Job Code	**Job Title**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
1741-1	Accounting Technician II-Range 1	3	2	Male	1	0	0	1	0	0	0	0
				Female	2	1	0	1	0	0	0	0
1740-1	Accounting Technician III-Range 1	2	1	Male	2	1	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
1038-1	Admin Analyst/Spclst 12 Mo-Range 1	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1038-3	Admin Analyst/Spclst 12 Mo-Range 3	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3312-1	Administrator II-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	8	3	Male #	4	2	0	1	1	0	0	0
	Grand Total %		37.5	Male %	50.0	25.0	0.0	12.5	12.5	0.0	0.0	0.0
				Female #	4	3	0	1	0	0	0	0
				Female%	50.0	37.5	0.0	12.5	0.0	0.0	0.0	0.0

2024 AAP

Organizational Unit: Student Learning Center

Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
		Total			Total							
1030-2	Admin Support Assistant 10/12-Range 2	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1034-1	Admin Support Coord 11/12-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3084-6	SSP III-Range 6	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3082-1	SSP II-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3086-6	SSP IV-Range 6	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
3312-1	Administrator II-Range 1	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1
	Grand Total #	6	2	**Male #**	0	0	0	0	0	0	0	0
	Grand Total %		33.3	**Male %**	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	6	4	0	0	1	0	0	1
				Female%	100.0	66.7	0.0	0.0	16.7	0.0	0.0	16.7

2024 AAP

Workforce Analysis

Organizational Unit: Student Life and Leadership

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035-1	Admin Support Coord 12 Mo-Range 1	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3082-1	SSP II-Range 1	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3084-1	SSP III-Range 1	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3086-1	SSP IV-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	4	3	**Male #**	1	0	0	1	0	0	0	0
	Grand Total %		75.0	**Male %**	25.0	0.0	0.0	25.0	0.0	0.0	0.0	0.0
				Female #	3	1	0	2	0	0	0	0
				Female%	75.0	25.0	0.0	50.0	0.0	0.0	0.0	0.0

2024 AAP

Organizational Unit: Student Print Center

Job Code	Job Title	Total EMP	MIN		Total EMP	W	AA	H	A	NA	PI	2+
1482-1	Reprographics Specialist III-Range 1	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

2024 AAP

Organizational Unit: Student Rights & Responsblty

Job Code	Job Title	Total EMP	MIN		Total EMP	W	AA	H	A	NA	PI	2+
3318-1	Administrator I-Range 1	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3312-1	Administrator II-Range 1	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	1	0	0	0	0
	Grand Total %		100.0	Male %	50.0	0.0	0.0	50.0	0.0	0.0	0.0	0.0
				Female #	1	0	1	0	0	0	0	0
				Female%	50.0	0.0	50.0	0.0	0.0	0.0	0.0	0.0

2024 AAP

Organizational Unit: Study Abroad

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

2024 AAP

Organizational Unit: Technology Equity & Inclusion

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1038-2	Admin Analyst/Spclst 12 Mo-Range 2	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
0420-2	Info Tech Consultant 12 Mo-Range 2	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3312-1	Administrator II-Range 1	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	4	2	Male #	2	1	0	1	0	0	0	0
	Grand Total %		50.0	Male %	50.0	25.0	0.0	25.0	0.0	0.0	0.0	0.0
				Female #	2	1	0	1	0	0	0	0
				Female%	50.0	25.0	0.0	25.0	0.0	0.0	0.0	0.0

2024 AAP

Workforce Analysis

Organizational Unit: Telecommunication Services

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
0440-2	Equip Systems Specialist 12 Mo-Range 2	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1038-1	Admin Analyst/Spclst 12 Mo-Range 1	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
0430-2	Network Analyst 12 Mo-Range 2	3	1	Male	3	2	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0
	Grand Total #	7	2	Male #	6	5	0	0	0	0	0	1
	Grand Total %		28.6	Male %	85.7	71.4	0.0	0.0	0.0	0.0	0.0	14.3
				Female #	1	0	0	1	0	0	0	0
				Female%	14.3	0.0	0.0	14.3	0.0	0.0	0.0	0.0

2024 AAP

Organizational Unit: Title IX

Job Code	Job Title	Total EMP	MIN		Total EMP	W	AA	H	A	NA	PI	2+
3318-1	Administrator I-Range 1	2	1	Male	1	0	0	0	1	0	0	0
				Female	1	1	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

Organizational Unit: Tribal Relations

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035-1	Admin Support Coord 12 Mo-Range 1	2	2	Male	1	0	0	1	0	0	0	0
				Female	1	0	0	0	0	1	0	0
3082-1	SSP II-Range 1	1	1	Male	1	0	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0
3318-1	Administrator I-Range 1	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	0	1	0	0
3312-1	Administrator II-Range 1	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	1	0	0
	Grand Total #	6	5	Male #	2	0	0	1	0	0	0	1
	Grand Total %		83.3	Male %	33.3	0.0	0.0	16.7	0.0	0.0	0.0	16.7
				Female #	4	1	0	0	0	3	0	0
				Female%	66.7	16.7	0.0	0.0	0.0	50.0	0.0	0.0

2024 AAP

Organizational Unit: UA Capital Campaign

Job Code	Job Title	Total EMP	MIN		Total EMP	W	AA	H	A	NA	PI	2+
3318-1	Administrator I-Range 1	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	2	0	Male #	1	1	0	0	0	0	0	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

2024 AAP

Organizational Unit: UH Central Office & Allocated

Job Code	Job Title	EMP (Total)	MIN (Total)		EMP (Total)	W	AA	H	A	NA	PI	2+
1032-2	Admin Support Assistant 12 Mo-Range 2	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1035-1	Admin Support Coord 12 Mo-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3082-1	SSP II-Range 1	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	0	0	0	0	0	1
1740-1	Accounting Technician III-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3084-1	SSP III-Range 1	4	2	Male	3	1	2	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
0420-2	Info Tech Consultant 12 Mo-Range 2	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3086-1	SSP IV-Range 1	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
3312-1	Administrator II-Range 1	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3306-1	Administrator III-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	16	4	**Male #**	4	2	2	0	0	0	0	0
	Grand Total %		25.0	**Male %**	25.0	12.5	12.5	0.0	0.0	0.0	0.0	0.0
				Female #	12	10	0	1	0	0	0	1
				Female%	75.0	62.5	0.0	6.3	0.0	0.0	0.0	6.3

2024 AAP

Organizational Unit: Undergrad Ed & Academic Succes

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035-1	Admin Support Coord 12 Mo-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1038-2	Admin Analyst/Spclst 12 Mo-Range 2	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
2358-2	Lecturer AY-Range 2	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3312-1	Administrator II-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3306-1	Administrator III-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3300-1	Administrator IV-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	6	2	Male #	0	0	0	0	0	0	0	0
	Grand Total %		33.3	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	6	4	0	1	1	0	0	0
				Female%	100.0	66.7	0.0	16.7	16.7	0.0	0.0	0.0

2024 AAP

Organizational Unit: Univ Development Technology

Job Code	Job Title	Total EMP	MIN		Total EMP	W	AA	H	A	NA	PI	2+
0400-3	Analyst/Programmer 12 Mo-Range 3	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

	Total EMP	MIN		Total EMP	W	AA	H	A	NA	PI	2+
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

2024 AAP

Organizational Unit: University Budget Office

Job Code	Job Title	Total			Total							
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
5287-1	Budget Analyst-Range 1	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
3318-1	Administrator I-Range 1	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3312-1	Administrator II-Range 1	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
	Grand Total #	4	1	Male #	1	1	0	0	0	0	0	0
	Grand Total %		25.0	Male %	25.0	25.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	3	2	0	1	0	0	0	0
				Female%	75.0	50.0	0.0	25.0	0.0	0.0	0.0	0.0

2024 AAP

Organizational Unit: University Communications

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
0800-1	Pub Affairs/Comm Spec 12 Mo-Range 1	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	1	0	0
0800-2	Pub Affairs/Comm Spec 12 Mo-Range 2	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
0800-3	Pub Affairs/Comm Spec 12 Mo-Range 3	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0820-3	Graphic Designer 12 Mo-Range 3	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3318-1	Administrator I-Range 1	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3312-1	Administrator II-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3306-1	Administrator III-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	8	2	Male #	4	4	0	0	0	0	0	0
	Grand Total %		25.0	Male %	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	4	2	0	1	0	1	0	0
				Female%	50.0	25.0	0.0	12.5	0.0	12.5	0.0	0.0

2024 AAP

Chico State
Workforce Analysis

Organizational Unit: University Development

Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
		Total			**Total**							
3312-1	Administrator II-Range 1	9	2	Male	5	3	0	1	1	0	0	0
				Female	4	4	0	0	0	0	0	0
	Grand Total #	9	2	Male #	5	3	0	1	1	0	0	0
	Grand Total %		22.2	Male %	55.6	33.3	0.0	11.1	11.1	0.0	0.0	0.0
				Female #	4	4	0	0	0	0	0	0
				Female%	44.4	44.4	0.0	0.0	0.0	0.0	0.0	0.0

2024 AAP

Organizational Unit: University Farm

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2010-1	Custodian-Range 1	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1035-1	Admin Support Coord 12 Mo-Range 1	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
0648-1	Crop Technician I-Range 1	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0666-1	Livestock Technician II-Range 1	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0651-1	Crop Technician II-Range 1	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0663-1	Livestock Technician I-Range 1	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1617-1	Instructional Support Tech II-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1619-1	Instructional Support Tech III-Range 1	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
0627-1	Farm Supervisor I-Range 1	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6941-1	Farm Maint Mechanic-Range 1	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6852-1	Lead Auto/Equip Mechanic-Range 1	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3306-1	Administrator III-Range 1	1	1	Male	1	0	0	0	0	1	0	0
				Female	0	0	0	0	0	0	0	0

2024 AAP

Organizational Unit: University Farm

Job Code	Job Title	Total				Total							
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
		16	3	Male #	12	9	0	2	0	1	0	0
			18.8	Male %	75.0	56.3	0.0	12.5	0.0	6.3	0.0	0.0
				Female #	4	4	0	0	0	0	0	0
				Female%	25.0	25.0	0.0	0.0	0.0	0.0	0.0	0.0

Grand Total # / Grand Total %

2024 AAP

Organizational Unit: University Honors Program

Job Code	Job Title	Total EMP	MIN		Total EMP	W	AA	H	A	NA	PI	2+
2358-3	Lecturer AY-Range 3	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

2024 AAP

Organizational Unit: University Identity &Marketing

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
0820-2	Graphic Designer 12 Mo-Range 2	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	1	0	0
0800-2	Pub Affairs/Comm Spec 12 Mo-Range 2	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
	Grand Total #	3	2	Male #	1	1	0	0	0	0	0	0
	Grand Total %		66.7	Male %	33.3	33.3	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	2	0	0	1	0	1	0	0
				Female%	66.7	0.0	0.0	33.3	0.0	33.3	0.0	0.0

2024 AAP

Organizational Unit: University Police

Job Code	Job Title	Total EMP	MIN		Total EMP	W	AA	H	A	NA	PI	2+
8800-1	Police Dispatcher 12 Mo-Range 1	4	2	Male	1	0	0	1	0	0	0	0
				Female	3	2	0	1	0	0	0	0
1038-1	Admin Analyst/Spclst 12 Mo-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8800-2	Police Dispatcher 12 Mo-Range 2	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8350-0	Police Officer-Range 0	10	3	Male	7	5	1	0	0	0	1	0
				Female	3	2	0	1	0	0	0	0
8354-0	Sergeant-Range 0	3	0	Male	3	3	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3312-1	Administrator II-Range 1	2	1	Male	2	1	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0
3306-1	Administrator III-Range 1	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	22	6	Male #	14	10	1	1	0	0	1	1
	Grand Total %		27.3	Male %	63.6	45.5	4.5	4.5	0.0	0.0	4.5	4.5
				Female #	8	6	0	2	0	0	0	0
				Female%	36.4	27.3	0.0	9.1	0.0	0.0	0.0	0.0

2024 AAP

Organizational Unit: University Printing Services

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1482-1	Reprographics Specialist III-Range 1	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1035-1	Admin Support Coord 12 Mo-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1483-1	Reprographics Specialist IV-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	3	0	Male #	1	1	0	0	0	0	0	0
	Grand Total %		0.0	Male %	33.3	33.3	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	2	2	0	0	0	0	0	0
				Female%	66.7	66.7	0.0	0.0	0.0	0.0	0.0	0.0

2024 AAP

Organizational Unit: University Public Engagement

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1033-1	Admin Support Coord 10/12-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1035-1	Admin Support Coord 12 Mo-Range 1	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3318-1	Administrator I-Range 1	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
1038-1	Admin Analyst/Spclst 12 Mo-Range 1	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1038-2	Admin Analyst/Spclst 12 Mo-Range 2	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
0840-2	Performing Arts Tech 12 Mo-Range 2	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0800-3	Pub Affairs/Comm Spec 12 Mo-Range 3	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3312-1	Administrator II-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	9	2	**Male #**	3	2	0	1	0	0	0	0
	Grand Total %		22.2	**Male %**	33.3	22.2	0.0	11.1	0.0	0.0	0.0	0.0
				Female #	6	5	0	1	0	0	0	0
				Female%	66.7	55.6	0.0	11.1	0.0	0.0	0.0	0.0

2024 AAP

Organizational Unit: UPE Box Office

		Total			Total							
Job Code	**Job Title**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
1035-1	Admin Support Coord 12 Mo-Range 1	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

2024 AAP

Organizational Unit: Vice Pres Business & Finance

Job Code	Job Title	Total EMP	MIN		Total EMP	W	AA	H	A	NA	PI	2+
1170-3	Cnfdntl Office Support 12 Mo-Range 3	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1176-2	Cnfdntl Admin Support 12 Mo-Range 2	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3312-1	Administrator II-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	3	0	Male #	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 #	3	3	0	0	0	0	0	0
				Female%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0

2024 AAP

Chico State
Workforce Analysis

Organizational Unit: Vice Pres Student Affairs

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1176-2	Cnfdntl Admin Support 12 Mo-Range 2	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3318-1	Administrator I-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3312-1	Administrator II-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3306-1	Administrator III-Range 1	2	2	Male	1	0	0	1	0	0	0	0
				Female	1	0	1	0	0	0	0	0
3300-1	Administrator IV-Range 1	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	6	3	Male #	2	0	1	1	0	0	0	0
	Grand Total %		50.0	Male %	33.3	0.0	16.7	16.7	0.0	0.0	0.0	0.0
				Female #	4	3	1	0	0	0	0	0
				Female%	66.7	50.0	16.7	0.0	0.0	0.0	0.0	0.0

2024 AAP

Chico State
Workforce Analysis

Organizational Unit: Vice Pres University Advancemt

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1038-2	Admin Analyst/Spclst 12 Mo-Range 2	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
3318-1	Administrator I-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3306-1	Administrator III-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3300-1	Administrator IV-Range 1	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	5	0	**Male #**	1	1	0	0	0	0	0	0
	Grand Total %		0.0	**Male %**	20.0	20.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	4	4	0	0	0	0	0	0
				Female%	80.0	80.0	0.0	0.0	0.0	0.0	0.0	0.0

2024 AAP

Organizational Unit: Web Services

		Total			Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
0420-2	Info Tech Consultant 12 Mo-Range 2	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0820-3	Graphic Designer 12 Mo-Range 3	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
0400-3	Analyst/Programmer 12 Mo-Range 3	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 #	3	2	0	1	0	0	0	0
	Grand Total %		50.0	Male %	75.0	50.0	0.0	25.0	0.0	0.0	0.0	0.0
				Female #	1	0	0	0	1	0	0	0
				Female%	25.0	0.0	0.0	0.0	25.0	0.0	0.0	0.0

2024 AAP

Organizational Unit: WellCat Counseling Center

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035-1	Admin Support Coord 12 Mo-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3071-0	SSP Academic Related I AY-Range 0	5	2	Male	1	0	0	1	0	0	0	0
				Female	4	3	0	0	0	0	0	1
3086-1	SSP IV-Range 1	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
3070-0	SSP Academic Related I 12 Mo-Range 0	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	0	1	0	0	0	0
3073-0	SSP Academic Related II AY-Range 0	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
3072-0	SSP Academic Related II 12 Mo-Range 0	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
3074-0	SSP Academic Related III 12 Mo-Range 0	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3312-1	Administrator II-Range 1	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
	Grand Total #	15	6	Male #	2	0	0	1	1	0	0	0
	Grand Total %		40.0	Male %	13.3	0.0	0.0	6.7	6.7	0.0	0.0	0.0
				Female #	13	9	0	2	1	0	0	1
				Female%	86.7	60.0	0.0	13.3	6.7	0.0	0.0	6.7

2024 AAP

Organizational Unit: WellCat Health Center

Job Code	Job Title	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1030-2	Admin Support Assistant 10/12-Range 2	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
8137-6	Clinical Assistant-Range 6	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
7994-8	Pharmacy Technician-Range 8	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8137-1	Clinical Assistant-Range 1	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
1035-1	Admin Support Coord 12 Mo-Range 1	2	2	Male	1	0	0	1	0	0	0	0
				Female	1	0	0	1	0	0	0	0
7922-1	Phlebotomist/Clinical Lab Asst-Range 1	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	1	0	0	0	1
8148-1	Medical Assistant-Range 1	3	2	Male	0	0	0	0	0	0	0	0
				Female	3	1	0	1	1	0	0	0
1038-2	Admin Analyst/Spclst 12 Mo-Range 2	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7996-8	Radiologic Technologist II-Range 8	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
8133-1	Licensed Vocational Nurse II-Range 1	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
8151-1	Registered Nurse -Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3312-1	Administrator II-Range 1	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
8166-8	Nurse Practitioner-Range 8	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8161-8	Physician Assistant-Range 8	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

2024 AAP

Organizational Unit: WellCat Health Center

Job Code	Job Title	Total EMP	MIN		Total EMP	W	AA	H	A	NA	PI	2+
8161-1	Physician Assistant-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7992-1	Pharmacist I-Range 1	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
7993-1	Pharmacist II-Range 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7737-8	Physician-Primary Care-Range 8	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0

	Grand Total #	25	13	Male #	4	3	0	1	0	0	0	0
	Grand Total %		52.0	Male %	16.0	12.0	0.0	4.0	0.0	0.0	0.0	0.0
				Female #	21	9	1	7	3	0	0	1
				Female%	84.0	36.0	4.0	28.0	12.0	0.0	0.0	4.0

2024 AAP

Organizational Unit: Wellcat Safe Place

Job Code	Job Title	Total EMP	MIN		Total EMP	W	AA	H	A	NA	PI	2+
1032-2	Admin Support Assistant 12 Mo-Range 2	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3084-6	SSP III-Range 6	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3318-1	Administrator I-Range 1	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	3	2	**Male #**	1	1	0	0	0	0	0	0
	Grand Total %		66.7	**Male %**	33.3	33.3	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	2	0	0	2	0	0	0	0
				Female%	66.7	0.0	0.0	66.7	0.0	0.0	0.0	0.0

2024 AAP

Chico State
Job Group Analysis Summary

Job Group	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
A1 - Animal Industry	3	3	0	1	2	0	1	0	0	0	0
A2 - Agriculture and Farming	5	5	0	1	4	0	1	0	0	0	0
B1 - Administration	1	0	1	1	0	0	1	0	0	0	0
B2 - Trades and Crafts	20	20	0	0	20	0	0	0	0	0	0
B4 - Grounds Maintenance and General Labor	18	18	0	3	15	0	3	0	0	0	0
B5 - Building Operations	23	23	0	4	19	0	4	0	0	0	0
B6 - Mechanical Equipment Operation and Maintenance	6	6	0	1	5	0	1	0	0	0	0
C1 - Secretarial	100	10	90	27	73	0	15	8	2	0	2
C3 - General Clerical	20	2	18	8	12	1	5	2	0	0	0
C4 - Fiscal Clerical	3	0	3	2	1	0	2	0	0	0	0
D3 - Graphics and Reproduction Services	3	2	1	0	3	0	0	0	0	0	0
E1 - Custodial Services	77	51	26	43	34	8	19	13	2	0	1
E2 - Protective Services	15	10	5	3	12	1	1	0	0	1	0
E3 - Other	5	1	4	2	3	0	2	0	0	0	0
F2 - Systems Analysis	11	11	0	3	8	0	1	1	0	0	1
F3 - Programming	75	58	17	18	57	1	8	5	1	1	2
F4 - Computer and Related Equipment Operations	3	3	0	1	2	0	1	0	0	0	0
H1 - Administrative and Program Management Support	73	10	63	19	54	0	14	4	0	0	1
H2 - Special Programs and Studies	4	4	0	0	4	0	0	0	0	0	0
H3 - Accounting	19	5	14	5	14	0	2	1	1	0	1
H4 - Financial	2	0	2	0	2	0	0	0	0	0	0
H6 - Public Information	15	4		6	9	0	2	1	1	0	2
H7 - Procurement	5	0	5	0	5	0	0	0	0	0	0

2024 AAP

Chico State
Job Group Analysis Summary

Job Group	EMP	Total M	F	MIN	W	AA	H	A	NA	PI	2+
H8 - Storekeeping	7	6	1	3	4	0	2	1	0	0	0
I1 - Medical Services	9	2	7	2	7	0	0	2	0	0	0
I2 - Para-Medical Services	10	0	10	7	3	0	5	1	0	0	1
J1 - Instructional Administration	41	25	16	5	36	0	2	3	0	0	0
J2 - Instructional	747	329	418	162	585	17	48	71	7	0	19
M1 - Professional Services	8	5	3	1	7	0	1	0	0	0	0
M2 - Support	12	6	6	1		0	1	0	0	0	0
N3 - Drafting	1	1	0	1	0	0	1	0	0	0	0
O1 - Student Services	135	35	100	61	74	7	38	8	0	0	8
O2 - Athletics	30	21	9	8	22	0	5	0	1	1	1
P1 - Technical Support Services	47	29	18	8	39	0	3	3	1	0	1
Q1 - Miscellaneous	46	14	32	23	23	1	12	4	0	0	6
R1 - Administrator	163	67	96	39	124	8	18	5	3	1	4
Total (#)	1,762	786	976	469	1,293	44	219	133	19	4	50
Total (%)		44.6	55.4	26.6	73.4	2.5	12.4	7.5	1.1	0.2	2.8

2024 AAP

Job Group: A1 - Animal Industry

EEO Cat	Pay Grade	Job Code	Job Title	Total										
				EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
13	1	0666-1	Livestock Technician II-Range 1	2	2	0	1	1	0	1	0	0	0	0
13	1	0663-1	Livestock Technician I-Range 1	1	1	0	0	1	0	0	0	0	0	0
			Total (#)	3	3	0	1	2	0	1	0	0	0	0
			Total (%)		100.0	0.0	33.3	66.7	0.0	33.3	0.0	0.0	0.0	0.0

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

2024 AAP

Job Group: A2 - Agriculture and Farming

EEO Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
								Total						
13	1	0651-1	Crop Technician II-Range 1	2	2	0	1	1	0	1	0	0	0	0
13	1	0648-1	Crop Technician I-Range 1	1	1	0	0	1	0	0	0	0	0	0
13	1	6941-1	Farm Maint Mechanic-Range 1	1	1	0	0	1	0	0	0	0	0	0
13	1	0627-1	Farm Supervisor I-Range 1	1	1	0	0	1	0	0	0	0	0	0
			Total (#)	5	5	0	1	4	0	1	0	0	0	0
			Total (%)		100.0	0.0	20.0	80.0	0.0	20.0	0.0	0.0	0.0	0.0

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

2024 AAP

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Job Group: B1 - Administration

EEO Cat	Pay Grade	Job Code	Job Title	Total										
				EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
2	1	6725-1	Senior Planner/Estimator/Scheduler-Rang	1	0	1	1	0	0	1	0	0	0	0
			Total (#)	1	0	1	1	0	0	1	0	0	0	0
			Total (%)		0.0	100.0	100.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0

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

2024 AAP

Job Group: B2 - Trades and Crafts

EEO Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
								Total						
13	1	6476-1	Carpenter-Range 1	1	1	0	0	1	0	0	0	0	0	0
13	1	6533-1	Electrician-Range 1	4	4	0	0	4	0	0	0	0	0	0
13	1	6532-1	Lead Electrician-Range 1	1	1	0	0	1	0	0	0	0	0	0
13	1	6642-1	Locksmith-Range 1	3	3	0	0	3	0	0	0	0	0	0
13	1	6616-1	Mason-Range 1	1	1	0	0	1	0	0	0	0	0	0
13	1	6281-1	Metal Worker II-Range 1	1	1	0	0	1	0	0	0	0	0	0
13	1	6526-1	Painter-Range 1	2	2	0	0	2	0	0	0	0	0	0
13	1	6549-1	Plumber-Range 1	2	2	0	0	2	0	0	0	0	0	0
13	1	6474-1	Sprvsng Carpenter-Range 1	1	1	0	0	1	0	0	0	0	0	0
13	1	6534-1	Sprvsng Electrician-Range 1	1	1	0	0	1	0	0	0	0	0	0
13	1	6524-1	Sprvsng Painter-Range 1	1	1	0	0	1	0	0	0	0	0	0
13	1	6547-1	Sprvsng Plumber-Range 1	1	1	0	0	1	0	0	0	0	0	0
13	1	6644-1	Supervising Locksmith-Range 1	1	1	0	0	1	0	0	0	0	0	0
			Total (#)	20	20	0	0	20	0	0	0	0	0	0
			Total (%)		100.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0

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

2024 AAP

Job Group: B4 - Grounds Maintenance and General Labor

EEO Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
								Total						
10	1	0745-1	Gardening Specialist-Range 1	1	1	0	0	1	0	0	0	0	0	0
10	1	0731-1	Groundsworker-Range 1	7	7	0	3	4	0	3	0	0	0	0
10	1	0735-1	Irrigation Specialist-Range 1	1	1	0	0	1	0	0	0	0	0	0
14	1	6223-1	Laborer-Range 1	5	5	0	0	5	0	0	0	0	0	0
10	1	0726-1	Lead Groundsworker-Range 1	2	2	0	0	2	0	0	0	0	0	0
10	1	0739-1	Pest Control And Spray Spclst-Range 1	2	2	0	0	2	0	0	0	0	0	0
			Total (#)	18	18	0	3	15	0	3	0	0	0	0
			Total (%)		100.0	0.0	16.7	83.3	0.0	16.7	0.0	0.0	0.0	0.0

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

2024 AAP

Job Group: B5 - Building Operations

EEO Cat	Pay Grade	Job Code	Job Title	Total										
				EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
13	1	6699-1	Air Cond/Refrig Mechanic-Range 1	4	4	0	2	2	0	2	0	0	0	0
14	1	6702-1	Building Service Engineer-Range 1	4	4	0	0	4	0	0	0	0	0	0
13	1	6260-1	Facilities Cntrl Specialist-Range 1	2	2	0	1	1	0	1	0	0	0	0
13	1	6940-1	Facilities Maintenance Mech-Range 1	4	4	0	0	4	0	0	0	0	0	0
13	1	6265-1	Facilities Project Supv-Range 1	1	1	0	0	1	0	0	0	0	0	0
13	1	6251-1	Facilities Worker II-Range 1	4	4	0	0	4	0	0	0	0	0	0
14	1	6703-1	Operating Engineer-Range 1	4	4	0	1	3	0	1	0	0	0	0
			Total (#)	23	23	0	4	19	0	4	0	0	0	0
			Total (%)		100.0	0.0	17.4	82.6	0.0	17.4	0.0	0.0	0.0	0.0

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

2024 AAP

Job Group: B6 - Mechanical Equipment Operation and Maintenance

EEO Cat	Pay Grade	Job Code	Job Title	Total										
				EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
13	1	6270-1	Auto/Equipment Mechanic-Range 1	2	2	0	0	2	0	0	0	0	0	0
13	1	6852-1	Lead Auto/Equip Mechanic-Range 1	1	1	0	0	1	0	0	0	0	0	0
14	1	6363-1	Light Auto Equipment Operator-Range 1	2	2	0	1	1	0	1	0	0	0	0
13	1	6269-1	Supervising Auto/Equipmt Mech-Range 1	1	1	0	0	1	0	0	0	0	0	0
			Total (#)	6	6	0	1	5	0	1	0	0	0	0
			Total (%)		100.0	0.0	16.7	83.3	0.0	16.7	0.0	0.0	0.0	0.0

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

2024 AAP

Chico State
Job Group Analysis

Job Group: C1 - Secretarial

EEO Cat	Pay Grade	Job Code	Job Title	Total										
				EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
12	1	1033-1	Admin Support Coord 10/12-Range 1	3	0	3	0	3	0	0	0	0	0	0
12	1	1034-1	Admin Support Coord 11/12-Range 1	16	0	16	4	12	0	2	2	0	0	0
12	2	1034-2	Admin Support Coord 11/12-Range 2	12	1		3	9	0	2	1	0	0	0
12	1	1035-1	Admin Support Coord 12 Mo-Range 1	44	8	36	15	29	0	8	4	1	0	2
12	2	1035-2	Admin Support Coord 12 Mo-Range 2	25	1	24	5	20	0	3	1	1	0	0
			Total (#)	100	10	90	27	73	0	15	8	2	0	2
			Total (%)		10.0	90.0	27.0	73.0	0.0	15.0	8.0	2.0	0.0	2.0

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

2024 AAP

Job Group: C3 - General Clerical

EEO Cat	Pay Grade	Job Code	Job Title	Total										
				EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
12	2	1030-2	Admin Support Assistant 10/12-Range 2	2	0	2	1	1	0	1	0	0	0	0
12	1	1031-1	Admin Support Assistant 11/12-Range 1	2	0	2	1	1	0	1	0	0	0	0
12	2	1031-2	Admin Support Assistant 11/12-Range 2	4	0	4	0	4	0	0	0	0	0	0
12	1	1032-1	Admin Support Assistant 12 Mo-Range 1	3	1	2	2	1	0	1	1	0	0	0
12	2	1032-2	Admin Support Assistant 12 Mo-Range 2	8	1	7	4	4	1	2	1	0	0	0
12	3	1170-3	Cnfdntl Office Support 12 Mo-Range 3	1	0	1	0	1	0	0	0	0	0	0
			Total (#)	20	2	18	8	12	1	5	2	0	0	0
			Total (%)		10.0	90.0	40.0	60.0	5.0	25.0	10.0	0.0	0.0	0.0

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

2024 AAP

Job Group: C4 - Fiscal Clerical

EEO Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
								Total						
12	1	1102-1	Payroll Technician III-Range 1	1	0	1	1	0	0	1	0	0	0	0
12	1	1101-1	Payroll Technician II-Range 1	2	0	2	1	1	0	1	0	0	0	0
			Total (#)	3	0	3	2	1	0	2	0	0	0	0
			Total (%)		0.0	100.0	66.7	33.3	0.0	66.7	0.0	0.0	0.0	0.0

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

2024 AAP

Job Group: D3 - Graphics and Reproduction Services

EEO Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
								Total						
12	1	1482-1	Reprographics Specialist III-Range 1	2	2	0	0	2	0	0	0	0	0	0
12	1	1483-1	Reprographics Specialist IV-Range 1	1	0	1	0	1	0	0	0	0	0	0
			Total (#)	3	2	1	0	3	0	0	0	0	0	0
			Total (%)		66.7	33.3	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0

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

2024 AAP

Job Group: E1 - Custodial Services

EEO Cat	Pay Grade	Job Code	Job Title	Total										
				EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
10	1	2010-1	Custodian-Range 1	69	45	24	38	31	7	16	12	2	0	1
10	1	2015-1	Lead Custodian-Range 1	8	6	2	5	3	1	3	1	0	0	0
			Total (#)	77	51	26	43	34	8	19	13	2	0	1
			Total (%)		66.2	33.8	55.8	44.2	10.4	24.7	16.9	2.6	0.0	1.3

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

2024 AAP

Job Group: E2 - Protective Services

EEO Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
10	1	8820-1	Community Service Spec 12 Mo-Range 1	1	0	1	0	1	0	0	0	0	0	0
10	2	8820-2	Community Service Spec 12 Mo-Range 2	1	0	1	0	1	0	0	0	0	0	0
10	0	8350-0	Police Officer-Range 0	10	7	3	3	7	1	1	0	0	1	0
10	0	8354-0	Sergeant-Range 0	3	3	0	0	3	0	0	0	0	0	0
			Total (#)	15	10	5	3	12	1	1	0	0	1	0
			Total (%)		66.7	33.3	20.0	80.0	6.7	6.7	0.0	0.0	6.7	0.0

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

2024 AAP

Job Group: E3 - Other

EEO Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
								Total						
12	1	8800-1	Police Dispatcher 12 Mo-Range 1	4	1	3	2	2	0	2	0	0	0	0
12	2	8800-2	Police Dispatcher 12 Mo-Range 2	1	0	1	0	1	0	0	0	0	0	0
			Total (#)	5	1	4	2	3	0	2	0	0	0	0
			Total (%)		20.0	80.0	40.0	60.0	0.0	40.0	0.0	0.0	0.0	0.0

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

2024 AAP

Job Group: F2 - Systems Analysis

EEO Cat	Pay Grade	Job Code	Job Title	Total										
				EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
3	2	0430-2	Network Analyst 12 Mo-Range 2	5	5	0	1	4	0	0	0	0	0	1
3	3	0430-3	Network Analyst 12 Mo-Range 3	1	1	0	0	1	0	0	0	0	0	0
3	2	0410-2	Operating Sys Analyst 12 Mo-Range 2	4	4	0	2	2	0	1	1	0	0	0
3	3	0410-3	Operating Sys Analyst 12 Mo-Range 3	1	1	0	0	1	0	0	0	0	0	0
			Total (#)	11	11	0	3	8	0	1	1	0	0	1
			Total (%)		100.0	0.0	27.3	72.7	0.0	9.1	9.1	0.0	0.0	9.1

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

2024 AAP

Job Group: F3 - Programming

EEO Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
								Total						
3	2	8538-2	Analyst/Programmer 12 Mo-NE-Range 2	1	1	0	1	0	0	0	1	0	0	0
3	1	0400-1	Analyst/Programmer 12 Mo-Range 1	1	1	0	1	0	0	1	0	0	0	0
3	2	0400-2	Analyst/Programmer 12 Mo-Range 2	8	8	0	3	5	0	3	0	0	0	0
3	3	0400-3	Analyst/Programmer 12 Mo-Range 3	12	10	2	1	11	0	0	1	0	0	0
3	2	0422-2	Info Tech Consultant 10/12-Range 2	2	0	2	2	0	0	1	1	0	0	0
3	1	0420-1	Info Tech Consultant 12 Mo-Range 1	2	1	1	0	2	0	0	0	0	0	0
3	2	0420-2	Info Tech Consultant 12 Mo-Range 2	42	31	11	10	32	1	3	2	1	1	2
3	3	0420-3	Info Tech Consultant 12 Mo-Range 3	7	6	1	0	7	0	0	0	0	0	0
			Total (#)	75	58	17	18	57	1	8	5	1	1	2
			Total (%)		77.3	22.7	24.0	76.0	1.3	10.7	6.7	1.3	1.3	2.7

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

2024 AAP

Job Group: F4 - Computer and Related Equipment Operations

EEO Cat	Pay Grade	Job Code	Job Title	Total										
				EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
13	2	0440-2	Equip Systems Specialist 12 Mo-Range 2	3	3	0	1	2	0	1	0	0	0	0
			Total (#)	3	3	0	1	2	0	1	0	0	0	0
			Total (%)		100.0	0.0	33.3	66.7	0.0	33.3	0.0	0.0	0.0	0.0

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

2024 AAP

Job Group: H1 - Administrative and Program Management Support

EEO Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
2	1	1038-1	Admin Analyst/Spclst 12 Mo-Range 1	15	5	10	4		0	3	1	0	0	0
2	2	1038-2	Admin Analyst/Spclst 12 Mo-Range 2	30	0	30	9	21	0	6	3	0	0	0
2	3	1038-3	Admin Analyst/Spclst 12 Mo-Range 3	14	3		2	12	0	2	0	0	0	0
2	1	1176-1	Cnfdntl Admin Support 12 Mo-Range 1	3	0	3	2	1	0	2	0	0	0	0
2	2	1176-2	Cnfdntl Admin Support 12 Mo-Range 2	6	0	6	2	4	0	1	0	0	0	1
2	3	1176-3	Cnfdntl Admin Support 12 Mo-Range 3	1	0	1	0	1	0	0	0	0	0	0
8	1	5182-1	Extended Ed Specialist II-Range 1	2	1	1	0	2	0	0	0	0	0	0
8	1	5181-1	Extended Ed Specialist I-Range 1	1	0	1	0	1	0	0	0	0	0	0
2	1	2572-1	Space & Fac Utilization Spec-Range 1	1	1	0	0	1	0	0	0	0	0	0
			Total (#)	73	10	63	19	54	0	14	4	0	0	1
			Total (%)		13.7	86.3	26.0	74.0	0.0	19.2	5.5	0.0	0.0	1.4

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

2024 AAP

Job Group: H2 - Special Programs and Studies

EEO Cat	Pay Grade	Job Code	Job Title		EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
									Total						
3	1	5680-1	Research Technician III-Range 1		4	4	0	0	4	0	0	0	0	0	0
				Total (#)	4	4	0	0	4	0	0	0	0	0	0
				Total (%)		100.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0

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

2024 AAP

Chico State

Job Group Analysis

Job Group:　H3 - Accounting

EEO Cat	Pay Grade	Job Code	Job Title	Total										
				EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
2	1	4555-1	Accountant II-Range 1	1	1	0	1	0	0	0	0	1	0	0
2	1	1762-1	Accountant I-Range 1	3	0	3	0	3	0	0	0	0	0	0
12	1	1740-1	Accounting Technician III-Range 1	9	2	7	2	7	0	0	1	0	0	1
12	1	1741-1	Accounting Technician II-Range 1	5	1	4	2	3	0	2	0	0	0	0
12	1	1730-1	Accounting Technician I-Range 1	1	1	0	0	1	0	0	0	0	0	0
			Total (#)	19	5	14	5	14	0	2	1	1	0	1
			Total (%)		26.3	73.7	26.3	73.7	0.0	10.5	5.3	5.3	0.0	5.3

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

2024 AAP

Job Group: H4 - Financial

EEO Cat	Pay Grade	Job Code	Job Title	Total										
				EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
2	1	5287-1	Budget Analyst-Range 1	2	0	2	0	2	0	0	0	0	0	0
			Total (#)	2	0	2	0	2	0	0	0	0	0	0
			Total (%)		0.0	100.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0

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

2024 AAP

Job Group: H6 - Public Information

EEO Cat	Pay Grade	Job Code	Job Title	Total										
				EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
4	1	0800-1	Pub Affairs/Comm Spec 12 Mo-Range 1	1	0	1	1	0	0	0	0	1	0	0
4	2	0800-2	Pub Affairs/Comm Spec 12 Mo-Range 2	9	2	7	4	5	0	2	1	0	0	1
4	3	0800-3	Pub Affairs/Comm Spec 12 Mo-Range 3	5	2	3	1	4	0	0	0	0	0	1
			Total (#)	15	4	11	6	9	0	2	1	1	0	2
			Total (%)		26.7	73.3	40.0	60.0	0.0	13.3	6.7	6.7	0.0	13.3

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

2024 AAP

Job Group: H7 - Procurement

EEO Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
								Total						
2	1	4556-1	Accountant III-Range 1	1	0	1	0	1	0	0	0	0	0	0
2	1	4794-1	Buyer III-Range 1	2	0	2	0	2	0	0	0	0	0	0
2	1	4792-1	Buyer II-Range 1	2	0	2	0	2	0	0	0	0	0	0
			Total (#)	5	0	5	0	5	0	0	0	0	0	0
			Total (%)		0.0	100.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0

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

2024 AAP

Job Group: H8 - Storekeeping

EEO Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
								Total						
12	1	1549-1	Property Clerk II-Range 1	2	1	1	1	1	0	0	1	0	0	0
12	1	1502-1	Shipping And Receiving Ast I-Range 1	3	3	0	1	2	0	1	0	0	0	0
14	1	1506-1	Storekeeper I-Range 1	1	1	0	0	1	0	0	0	0	0	0
14	1	1508-1	Warehouse Worker-Range 1	1	1	0	1	0	0	1	0	0	0	0
			Total (#)	7	6	1	3	4	0	2	1	0	0	0
			Total (%)		85.7	14.3	42.9	57.1	0.0	28.6	14.3	0.0	0.0	0.0

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

2024 AAP

Job Group: I1 - Medical Services

EEO Cat	Pay Grade	Job Code	Job Title	Total										
				EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
9	8	8166-8	Nurse Practitioner-Range 8	1	0	1	0	1	0	0	0	0	0	0
9	1	7993-1	Pharmacist II-Range 1	1	0	1	0	1	0	0	0	0	0	0
9	1	7992-1	Pharmacist I-Range 1	1	0	1	1	0	0	0	1	0	0	0
9	1	8161-1	Physician Assistant-Range 1	1	0	1	0	1	0	0	0	0	0	0
9	8	8161-8	Physician Assistant-Range 8	1	1	0	0	1	0	0	0	0	0	0
9	8	7737-8	Physician-Primary Care-Range 8	2	1	1	0	2	0	0	0	0	0	0
9	8	7996-8	Radiologic Technologist II-Range 8	1	0	1	1	0	0	0	1	0	0	0
9	1	8151-1	Registered Nurse -Range 1	1	0	1	0	1	0	0	0	0	0	0
			Total (#)	9	2	7	2	7	0	0	2	0	0	0
			Total (%)		22.2	77.8	22.2	77.8	0.0	0.0	22.2	0.0	0.0	0.0

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

2024 AAP

Chico State
Job Group Analysis

Job Group: I2 - Para-Medical Services

EEO Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
10	1	8137-1	Clinical Assistant-Range 1	2	0	2	1	1	0	1	0	0	0	0
10	6	8137-6	Clinical Assistant-Range 6	1	0	1	1	0	0	1	0	0	0	0
9	1	8133-1	Licensed Vocational Nurse II-Range 1	1	0	1	1	0	0	1	0	0	0	0
10	1	8148-1	Medical Assistant-Range 1	3	0	3	2	1	0	1	1	0	0	0
9	8	7994-8	Pharmacy Technician-Range 8	1	0	1	0	1	0	0	0	0	0	0
10	1	7922-1	Phlebotomist/Clinical Lab Asst-Range 1	2	0	2	2	0	0	1	0	0	0	1
			Total (#)	**10**	**0**	**10**	**7**	**3**	**0**	**5**	**1**	**0**	**0**	**1**
			Total (%)		**0.0**	**100.0**	**70.0**	**30.0**	**0.0**	**50.0**	**10.0**	**0.0**	**0.0**	**10.0**

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

2024 AAP

Job Group: J1 - Instructional Administration

EEO Cat	Pay Grade	Job Code	Job Title	Total										
				EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
5	4	2481-4	Dept Chair 12 Mo-Range 4	10	6	4	0	10	0	0	0	0	0	0
5	5	2481-5	Dept Chair 12 Mo-Range 5	26	15	11	5	21	0	2	3	0	0	0
5	4	2482-4	Dept Chair AY-Range 4	1	1	0	0	1	0	0	0	0	0	0
5	5	2482-5	Dept Chair AY-Range 5	4	3	1	0	4	0	0	0	0	0	0
			Total (#)	41	25	16	5	36	0	2	3	0	0	0
			Total (%)		61.0	39.0	12.2	87.8	0.0	4.9	7.3	0.0	0.0	0.0

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

2024 AAP

Job Group: J2 - Instructional

EEO Cat	Pay Grade	Job Code	Job Title	Total EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
5	0	2388-0	Grant-Related/Specially Funded Instructio	1	0	1	0	1	0	0	0	0	0	0
5	3	2361-3	Instr Fac 12 Mo-Range 3	3	1	2	1	2	0	1	0	0	0	0
5	5	2361-5	Instr Fac 12 Mo-Range 5	2	1	1	0	2	0	0	0	0	0	0
5	3	2360-3	Instr Fac AY-Range 3	82	36	46	24	58	7	4	10	2	0	1
5	4	2360-4	Instr Fac AY-Range 4		43	67	38	72	4	4	24	2	0	4
5	5	2360-5	Instr Fac AY-Range 5	157	95	62	30	127	2	8	18	0	0	2
5	3	2359-3	Lecturer 12 Mo-Range 3	2	0	2	0	2	0	0	0	0	0	0
5	4	2359-4	Lecturer 12 Mo-Range 4	3	0	3	0	3	0	0	0	0	0	0
5	2	2358-2	Lecturer AY-Range 2		48	70	25	93	0	13	6	1	0	5
5	3	2358-3	Lecturer AY-Range 3	209	83	126	41	168	4	18	11	2	0	6
5	4	2358-4	Lecturer AY-Range 4	56	21	35	2	54	0	0	1	0	0	1
5	5	2358-5	Lecturer AY-Range 5	4	1	3	1	3	0	0	1	0	0	0
			Total (#)	747	329	418	162	585	17	48	71	7	0	19
			Total (%)		44.0	56.0	21.7	78.3	2.3	6.4	9.5	0.9	0.0	2.5

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

2024 AAP

Job Group: M1 - Professional Services

EEO Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
								Total						
7	2	2920-2	Librarian 12 Mo-Range 2	1	1	0	0	1	0	0	0	0	0	0
7	3	2920-3	Librarian 12 Mo-Range 3	3	0	3	1	2	0	1	0	0	0	0
7	4	2920-4	Librarian 12 Mo-Range 4	1	1	0	0	1	0	0	0	0	0	0
7	5	2920-5	Librarian 12 Mo-Range 5	2	2	0	0	2	0	0	0	0	0	0
7	4	2914-4	Supervising Librarian 12 Mo-Range 4	1	1	0	0	1	0	0	0	0	0	0
			Total (#)	8	5	3	1	7	0	1	0	0	0	0
			Total (%)		62.5	37.5	12.5	87.5	0.0	12.5	0.0	0.0	0.0	0.0

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

2024 AAP

Job Group: M2 - Support

EEO Cat	Pay Grade	Job Code	Job Title	Total										
				EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
7	1	2888-1	Library Services Spec III-Range 1	8	3	5	1	7	0	1	0	0	0	0
7	1	2887-1	Library Services Spec II-Range 1	3	2	1	0	3	0	0	0	0	0	0
7	1	2889-1	Library Services Spec IV-Range 1	1	1	0	0	1	0	0	0	0	0	0
			Total (#)	12	6	6	1	11	0	1	0	0	0	0
			Total (%)		50.0	50.0	8.3	91.7	0.0	8.3	0.0	0.0	0.0	0.0

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

2024 AAP

Chico State
Job Group Analysis

Job Group: N3 - Drafting

EEO Cat	Pay Grade	Job Code	Job Title	Total										
				EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
3	1	3024-1	Drafting Technician II-Range 1	1	1	0	1	0	0	1	0	0	0	0
			Total (#)	1	1	0	1	0	0	1	0	0	0	0
			Total (%)		100.0	0.0	100.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0

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

2024 AAP

Job Group: O1 - Student Services

EEO Cat	Pay Grade	Job Code	Job Title	Total EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
12	1	2630-1	Credential Analyst II-Range 1	1	0	1	0	1	0	0	0	0	0	0
12	1	2632-1	Evaluator I-Range 1	2	0	2	2	0	0	1	1	0	0	0
3	0	3070-0	SSP Academic Related I 12 Mo-Range 0	3	0	3	1	2	0	1	0	0	0	0
3	0	3071-0	SSP Academic Related I AY-Range 0	5	1	4	2	3	0	1	0	0	0	1
3	0	3072-0	SSP Academic Related II 12 Mo-Range 0	1	0	1	1	0	0	0	1	0	0	0
3	0	3073-0	SSP Academic Related II AY-Range 0	2	0	2	0	2	0	0	0	0	0	0
3	0	3074-0	SSP Academic Related III 12 Mo-Range 0	1	0	1	0	1	0	0	0	0	0	0
4	9	3078-9	SSP I 10 Mo-Range 9	1	0	1	0	1	0	0	0	0	0	0
4	8	3081-8	SSP II 10 Mo-Range 8	1	1	0	1	0	1	0	0	0	0	0
4	1	3084-1	SSP III-Range 1	42	15	27	16	26	5	9	1	0	0	1
4	6	3084-6	SSP III-Range 6	6	1	5	2	4	0	2	0	0	0	0
4	1	3082-1	SSP II-Range 1	39	9	30	20	19	1	16	1	0	0	2
4	2	3079-2	SSP I-Range 2	14	4	10	10	4	0	5	1	0	0	4
4	7	3079-7	SSP I-Range 7	1	0	1	1	0	0	0	1	0	0	0
4	1	3086-1	SSP IV-Range 1	13	4	9	4	9	0	3	1	0	0	0
4	6	3086-6	SSP IV-Range 6	3	0	3	1	2	0	0	1	0	0	0
			Total (#)	135	35	100	61	74	7	38	8	0	0	8
			Total (%)		25.9	74.1	45.2	54.8	5.2	28.1	5.9	0.0	0.0	5.9

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

2024 AAP

Job Group: O2 - Athletics

EEO Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
9	1	8185-1	Athletic Trainer II 12 Mo-Range 1	3	1	2	2	1	0	1	0	1	0	0
9	8	8185-8	Athletic Trainer II 12 Mo-Range 8	1	1	0	1	0	0	0	0	0	0	1
4	0	2378-0	Coach AY-Range 0	6	4	2	1	5	0	1	0	0	0	0
4	0	2382-0	Coaching Assistant 12 Mo-Range 0	8	7	1	1	7	0	0	0	0	1	0
4	0	2379-0	Coaching Specialist 12 Mo-Range 0	7	3	4	2	5	0	2	0	0	0	0
4	0	2381-0	Coaching Specialist AY-Range 0	1	1	0	0	1	0	0	0	0	0	0
9	1	8190-1	Head Athletic Trainer 12 Mo-Range 1	1	1	0	1	0	0	1	0	0	0	0
4	0	2375-0	Head Coach AY-Range 0	3	3	0	0	3	0	0	0	0	0	0
			Total (#)	30	21	9	8	22	0	5	0	1	1	1
			Total (%)		70.0	30.0	26.7	73.3	0.0	16.7	0.0	3.3	3.3	3.3

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

2024 AAP

Job Group: P1 - Technical Support Services

EEO Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
13	1	7011-1	Equip Tech II, Mechanical-Range 1	1	1	0	0	1	0	0	0	0	0	0
13	1	7022-1	Equip Tech III, Electro-Mechnl-Range 1	1	1	0	0	1	0	0	0	0	0	0
13	6	7022-6	Equip Tech III, Electro-Mechnl-Range 6	1	1	0	0	1	0	0	0	0	0	0
13	1	7023-1	Equip Tech III, Electronic-Range 1	1	1	0	1	0	0	0	1	0	0	0
4	1	0820-1	Graphic Designer 12 Mo-Range 1	1	0	1	0	1	0	0	0	0	0	0
4	2	0820-2	Graphic Designer 12 Mo-Range 2	3	1	2	2	1	0	1	0	1	0	0
4	3	0820-3	Graphic Designer 12 Mo-Range 3	3	2	1	1	2	0	0	1	0	0	0
8	8	1579-8	Instructional Support Asst III-Range 8	1	0	1	0	1	0	0	0	0	0	0
8	6	1578-6	Instructional Support Asst II-Range 6	1	1	0	0	1	0	0	0	0	0	0
8	1	1619-1	Instructional Support Tech III-Range 1	6	4	2	0	6	0	0	0	0	0	0
8	6	1619-6	Instructional Support Tech III-Range 6	1	0	1	0	1	0	0	0	0	0	0
8	8	1619-8	Instructional Support Tech III-Range 8	1	1	0	0	1	0	0	0	0	0	0
8	1	1617-1	Instructional Support Tech II-Range 1	7	3	4	1	6	0	0	1	0	0	0
8	6	1617-6	Instructional Support Tech II-Range 6	1	0	1	0	1	0	0	0	0	0	0
8	8	1617-8	Instructional Support Tech II-Range 8	1	0	1	0	1	0	0	0	0	0	0
8	1	1615-1	Instructional Support Tech I-Range 1	2	1	1	1	1	0	0	0	0	0	1
4	2	0812-2	Media Prod Spec 10/12-Range 2	1	1	0	0	1	0	0	0	0	0	0
4	2	0810-2	Media Prod Spec 12 Mo-Range 2	5	5	0	1	4	0	1	0	0	0	0
4	3	0810-3	Media Prod Spec 12 Mo-Range 3	2	2	0	1	1	0	1	0	0	0	0
4	1	0842-1	Performing Arts Tech 10/12-Range 1	1	0	1	0	1	0	0	0	0	0	0
4	2	0840-2	Performing Arts Tech 12 Mo-Range 2	2	2	0	0	2	0	0	0	0	0	0
4	3	0840-3	Performing Arts Tech 12 Mo-Range 3	2	1	1	0	2	0	0	0	0	0	0
13	1	6951-1	Piano Technician II-Range 1	1	1	0	0	1	0	0	0	0	0	0
7	2	0861-2	Visual Resource Spec 11/12-Range 2	1	0	1	0	1	0	0	0	0	0	0
			Total (#)	47	29	18	8	39	0	3	3	1	0	1
			Total (%)		61.7	38.3	17.0	83.0	0.0	6.4	6.4	2.1	0.0	2.1

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

2024 AAP

Job Group Analysis

Job Group: Q1 - Miscellaneous

EEO Cat	Pay Grade	Job Code	Job Title	Total										
				EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
6	2	2355-2	Graduate Assistant-Range 2	13	2	11	9	4	1	6	1	0	0	1
6	1	2354-1	Teaching Associate AY-Range 1	33	12	21	14	19	0	6	3	0	0	5
			Total (#)	46	14	32	23	23	1	12	4	0	0	6
			Total (%)		30.4	69.6	50.0	50.0	2.2	26.1	8.7	0.0	0.0	13.0

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

2024 AAP

Job Group: R1 - Administrator

EEO Cat	Pay Grade	Job Code	Job Title	Total EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
1	1	3306-1	Administrator III-Range 1	31	15	16	8	23	2	3	1	1	1	0
1	1	3312-1	Administrator II-Range 1	69	26	43	17	52	3	9	1	1	0	3
1	1	8381-1	Administrator I-NE-Range 1	1	1	0	0	1	0	0	0	0	0	0
1	1	3318-1	Administrator I-Range 1	46	20	26	10	36	0	5	3	1	0	1
4	6	3318-6	Administrator I-Range 6	1	0	1	1	0	0	1	0	0	0	0
1	1	3300-1	Administrator IV-Range 1	14	5	9	3		3	0	0	0	0	0
4	1	8521-1	SSP II NE-Range 1	1	0	1	0	1	0	0	0	0	0	0
			Total (#)	163	67	96	39	124	8	18	5	3	1	4
			Total (%)		41.1	58.9	23.9	76.1	4.9	11.0	3.1	1.8	0.6	2.5

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

2024 AAP

Chico State
Data Collection Analysis/Utilization Analysis (Disability)*

Current Snapshot Date: 11/01/2023

Category	10/31/21			10/31/22			11/1/23		
Job Openings	540			788			392		
Jobs Filled	517			773			377		
Applicants for all jobs	2,702			3,686			3,194		
Applicants who self-identified as individual(s) with Disability	215			418			401		
Applicants Hired	438			603			258		
Individual(s) with Disability Hired	15			34			7		
Nationwide utilization goal for qualified individuals with disabilities (%)**	7.0			7.0			7.0		
Total incumbency of individuals with disabilities (%)	4.0			5.4			4.9		

Job Group	EE #	EE IWD #	EE IWD %	EE #	EE IWD #	EE IWD %	EE #	EE IWD #	EE IWD %
A1 - Animal Industry	3	N/A	N/A	3	N/A	N/A	3	N/A	N/A
A2 - Agriculture and Farming	5	N/A	N/A	5	N/A	N/A	5	N/A	N/A
B1 - Administration	1	N/A	N/A	1	N/A	N/A	1	N/A	N/A
B2 - Trades and Crafts	19	1	5.3	22	1	4.5	20	1	5.0
B4 - Grounds Maintenance and General Labor	19	0	0.0	19	0	0.0	18	0	0.0
B5 - Building Operations	21	0	0.0	24	2	8.3	23	2	8.7
B6 - Mechanical Equipment Operation and Maintenance	5	N/A	N/A	6	N/A	N/A	6	N/A	N/A
C1 - Secretarial	102	8	7.8	110	8	7.3	100	6	6.0
C3 - General Clerical	36	0	0.0	28	2	7.1	20	1	5.0
C4 - Fiscal Clerical	3	N/A	N/A	4	N/A	N/A	3	N/A	N/A
D3 - Graphics and Reproduction Services	4	N/A	N/A	3	N/A	N/A	3	N/A	N/A
E1 - Custodial Services	76	5	6.6	82	8	9.8	77	7	9.1

* 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.

2024 AAP

Chico State
Data Collection Analysis/Utilization Analysis (Disability)*

Current Snapshot Date: 11/01/2023

Category	10/31/21			10/31/22			11/1/23		
Job Openings	540			788			392		
Jobs Filled	517			773			377		
Applicants for all jobs	2,702			3,686			3,194		
Applicants who self-identified as individual(s) with Disability	215			418			401		
Applicants Hired	438			603			258		
Individual(s) with Disability Hired	15			34			7		
Nationwide utilization goal for qualified individuals with disabilities (%)**	7.0			7.0			7.0		
Total incumbency of individuals with disabilities (%)	4.0			5.4			4.9		
Job Group	EE #	EE IWD #	EE IWD %	EE #	EE IWD #	EE IWD %	EE #	EE IWD #	EE IWD %
E2 - Protective Services	12	0	0.0	12	0	0.0	15	0	0.0
E3 - Other	5	N/A	N/A	5	N/A	N/A	5	N/A	N/A
F2 - Systems Analysis	10	2	20.0	12	1	8.3	11	0	0.0
F3 - Programming	69	4	5.8	65	6	9.2	75	9	12.0
F4 - Computer and Related Equipment Operations	5	N/A	N/A	3	N/A	N/A	3	N/A	N/A
H1 - Administrative and Program Management Support	61	2	3.3	74	5	6.8	73	6	8.2
H2 - Special Programs and Studies	4	N/A	N/A	5	N/A	N/A	4	N/A	N/A
H3 - Accounting	20	2	10.0	18	1	5.6	19	2	10.5
H4 - Financial	3	N/A	N/A	3	N/A	N/A	2	N/A	N/A
H6 - Public Information	7	N/A	N/A	10	0	0.0	15	2	13.3
H7 - Procurement	4	N/A	N/A	4	N/A	N/A	5	N/A	N/A
H8 - Storekeeping	4	N/A	N/A	7	N/A	N/A	7	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.

2024 AAP

Chico State
Data Collection Analysis/Utilization Analysis (Disability)*

Current Snapshot Date: 11/01/2023

Category	10/31/21			10/31/22			11/1/23		
Job Openings	540			788			392		
Jobs Filled	517			773			377		
Applicants for all jobs	2,702			3,686			3,194		
Applicants who self-identified as individual(s) with Disability	215			418			401		
Applicants Hired	438			603			258		
Individual(s) with Disability Hired	15			34			7		
Nationwide utilization goal for qualified individuals with disabilities (%)**	7.0			7.0			7.0		
Total incumbency of individuals with disabilities (%)	4.0			5.4			4.9		
Job Group	EE #	EE IWD #	EE IWD %	EE #	EE IWD #	EE IWD %	EE #	EE IWD #	EE IWD %
I1 - Medical Services	11	1	9.1	8	N/A	N/A	9	N/A	N/A
I2 - Para-Medical Services	10	0	0.0	10	0	0.0	10	0	0.0
J1 - Instructional Administration	44	2	4.5	45	3	6.7	41	4	9.8
J2 - Instructional	800	20	2.5	802	28	3.5	747	20	2.7
M1 - Professional Services	9	N/A	N/A	9	N/A	N/A	8	N/A	N/A
M2 - Support	11	0	0.0	10	2	20.0	12	3	25.0
N3 - Drafting	1	N/A	N/A	1	N/A	N/A	1	N/A	N/A
O1 - Student Services	121	7	5.8	134	9	6.7	135	7	5.2
O2 - Athletics	32	0	0.0	36	1	2.8	30	1	3.3
P1 - Technical Support Services	46	0	0.0	46	1	2.2	47	1	2.1
Q1 - Miscellaneous	66	6	9.1	63	7	11.1	46	5	10.9
R1 - Administrator	147	7	4.8	159	6	3.8	163	5	3.1

* 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.

2024 AAP

Chico State
Data Collection Analysis/Hiring Benchmark (Protected Veterans)*

Current Snapshot Date: 11/01/2023

Category	10/31/21	10/31/22	11/1/23
Job Openings	540	788	392
Jobs Filled	517	773	377
Applicants for all jobs	2,702	3,686	3,194
Applicants who self-identified as Protected Veterans	85	55	88
Applicants Hired	438	603	258
Protected Veterans Hired	7	15	5
Hiring Benchmark**	5.6	5.5	5.4
Overall protected veterans hired (%)	1.6	2.5	1.9

* 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).

2024 AAP

AAP: Chico State

Job Group: B4 - Grounds Maintenance and General Labor

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Chico State	B6 - Mechanical Equipm	100.00	0.0	16.7	83.3	0.0	16.7	0.0	0.0	0.0	0.0	0.0	16.7	83.3	0.0	16.7	0.0	0.0	0.0	0.0
	Total:	**100.00**										**0.0**	**16.7**	**83.3**	**0.0**	**16.7**	**0.0**	**0.0**	**0.0**	**0.0**

AAP: Chico State

Job Group: B6 - Mechanical Equipment Operation and Maintenance

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Chico State	B4 - Grounds Maintenan	100.00	0.0	16.7	83.3	0.0	16.7	0.0	0.0	0.0	0.0	0.0	16.7	83.3	0.0	16.7	0.0	0.0	0.0	0.0
	Total:	100.00										0.0	16.7	83.3	0.0	16.7	0.0	0.0	0.0	0.0

2024 AAP

AAP: Chico State

Job Group: C1 - Secretarial

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Chico State	C3 - General Clerical	85.71	90.0	40.0	60.0	5.0	25.0	10.0	0.0	0.0	0.0	77.1	34.3	51.4	4.3	21.4	8.6	0.0	0.0	0.0
Chico State	H3 - Accounting	14.29	73.7	26.3	73.7	0.0	10.5	5.3	5.3	0.0	5.3	10.5	3.8	10.5	0.0	1.5	0.8	0.8	0.0	0.8
	Total:	100.00										87.7	38.0	62.0	4.3	22.9	9.3	0.8	0.0	0.8

2024 AAP

AAP: Chico State

Job Group: C4 - Fiscal Clerical

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Chico State	C1 - Secretarial	100.00	90.0	27.0	73.0	0.0	15.0	8.0	2.0	0.0	2.0	90.0	27.0	73.0	0.0	15.0	8.0	2.0	0.0	2.0
	Total:	**100.00**										**90.0**	**27.0**	**73.0**	**0.0**	**15.0**	**8.0**	**2.0**	**0.0**	**2.0**

AAP: Chico State
Job Group: F2 - Systems Analysis

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Chico State	F3 - Programming	25.00	22.7	24.0	76.0	1.3	10.7	6.7	1.3	1.3	2.7	5.7	6.0	19.0	0.3	2.7	1.7	0.3	0.3	0.7
Chico State	F4 - Computer and Relat	50.00	0.0	33.3	66.7	0.0	33.3	0.0	0.0	0.0	0.0	0.0	16.7	33.3	0.0	16.7	0.0	0.0	0.0	0.0
Chico State	H1 - Administrative and P	25.00	86.3	26.0	74.0	0.0	19.2	5.5	0.0	0.0	1.4	21.6	6.5	18.5	0.0	4.8	1.4	0.0	0.0	0.3
	Total:	100.00										27.2	29.2	70.8	0.3	24.1	3.0	0.3	0.3	1.0

2024 AAP

AAP: Chico State
Job Group: F3 - Programming

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Chico State	P1 - Technical Support S	100.00	38.3	17.0	83.0	0.0	6.4	6.4	2.1	0.0	2.1	38.3	17.0	83.0	0.0	6.4	6.4	2.1	0.0	2.1
	Total:	100.00										38.3	17.0	83.0	0.0	6.4	6.4	2.1	0.0	2.1

AAP: Chico State

Job Group: H1 - Administrative and Program Management Support

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Chico State	C1 - Secretarial	70.59	90.0	27.0	73.0	0.0	15.0	8.0	2.0	0.0	2.0	63.5	19.1	51.5	0.0	10.6	5.6	1.4	0.0	1.4
Chico State	C4 - Fiscal Clerical	5.88	100.0	66.7	33.3	0.0	66.7	0.0	0.0	0.0	0.0	5.9	3.9	2.0	0.0	3.9	0.0	0.0	0.0	0.0
Chico State	H3 - Accounting	5.88	73.7	26.3	73.7	0.0	10.5	5.3	5.3	0.0	5.3	4.3	1.5	4.3	0.0	0.6	0.3	0.3	0.0	0.3
Chico State	O1 - Student Services	17.65	74.1	45.2	54.8	5.2	28.1	5.9	0.0	0.0	5.9	13.1	8.0	9.7	0.9	5.0	1.0	0.0	0.0	1.0
	Total:	100.00										86.8	32.5	67.5	0.9	20.1	7.0	1.7	0.0	2.8

AAP: Chico State

Job Group: H6 - Public Information

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Chico State	C1 - Secretarial	50.00	90.0	27.0	73.0	0.0	15.0	8.0	2.0	0.0	2.0	45.0	13.5	36.5	0.0	7.5	4.0	1.0	0.0	1.0
Chico State	D3 - Graphics and Repro	50.00	33.3	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	16.7	0.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0
	Total:	100.00										61.7	13.5	86.5	0.0	7.5	4.0	1.0	0.0	1.0

AAP: Chico State

Job Group: I2 - Para-Medical Services

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Chico State	C3 - General Clerical	100.00	90.0	40.0	60.0	5.0	25.0	10.0	0.0	0.0	0.0	90.0	40.0	60.0	5.0	25.0	10.0	0.0	0.0	0.0
	Total:	100.00										90.0	40.0	60.0	5.0	25.0	10.0	0.0	0.0	0.0

AAP: Chico State

Job Group: J1 - Instructional Administration

Additional Availability	Wght (%)	Raw (%)									Weighted (%)								
		F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Tenure Track Faculty Dep	100.00	54.1	21.6	78.4	5.4	5.4	6.8	2.7	0.0	1.3	54.1	21.6	78.4	5.4	5.4	6.8	2.7	0.0	1.3
Total:	100.00										54.1	21.6	78.4	5.4	5.4	6.8	2.7	0.0	1.3

AAP: Chico State

Job Group: O1 - Student Services

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Chico State	C1 - Secretarial	33.33	90.0	27.0	73.0	0.0	15.0	8.0	2.0	0.0	2.0	30.0	9.0	24.3	0.0	5.0	2.7	0.7	0.0	0.7
Chico State	C3 - General Clerical	55.56	90.0	40.0	60.0	5.0	25.0	10.0	0.0	0.0	0.0	50.0	22.2	33.3	2.8	13.9	5.6	0.0	0.0	0.0
Chico State	F3 - Programming	11.11	22.7	24.0	76.0	1.3	10.7	6.7	1.3	1.3	2.7	2.5	2.7	8.4	0.1	1.2	0.7	0.1	0.1	0.3
	Total:	100.00										82.5	33.9	66.1	2.9	20.1	9.0	0.8	0.1	1.0

AAP: Chico State
Job Group: P1 - Technical Support Services

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Chico State	C1 - Secretarial	100.00	90.0	27.0	73.0	0.0	15.0	8.0	2.0	0.0	2.0	90.0	27.0	73.0	0.0	15.0	8.0	2.0	0.0	2.0
	Total:	100.00										90.0	27.0	73.0	0.0	15.0	8.0	2.0	0.0	2.0

AAP: Chico State
Job Group: Q1 - Miscellaneous

Additional Availability	Wght (%)	Raw (%)									Weighted (%)								
		F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Enrolled Grad Students -	100.00	58.0	44.4	55.6	1.4	30.7	5.2	0.5	0.0	6.6	58.0	44.4	55.6	1.4	30.7	5.2	0.5	0.0	6.6
Total:	100.00										58.0	44.4	55.6	1.4	30.7	5.2	0.5	0.0	6.6

2024 AAP

AAP: Chico State
Job Group: R1 - Administrator

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Chico State	C1 - Secretarial	5.26	90.0	27.0	73.0	0.0	15.0	8.0	2.0	0.0	2.0	4.7	1.4	3.8	0.0	0.8	0.4	0.1	0.0	0.1
Chico State	E1 - Custodial Services	5.26	33.8	55.8	44.2	10.4	24.7	16.9	2.6	0.0	1.3	1.8	2.9	2.3	0.5	1.3	0.9	0.1	0.0	0.1
Chico State	E2 - Protective Services	5.26	33.3	20.0	80.0	6.7	6.7	0.0	0.0	6.7	0.0	1.8	1.1	4.2	0.4	0.4	0.0	0.0	0.4	0.0
Chico State	F3 - Programming	5.26	22.7	24.0	76.0	1.3	10.7	6.7	1.3	1.3	2.7	1.2	1.3	4.0	0.1	0.6	0.4	0.1	0.1	0.1
Chico State	H1 - Administrative and P	26.32	86.3	26.0	74.0	0.0	19.2	5.5	0.0	0.0	1.4	22.7	6.9	19.5	0.0	5.0	1.4	0.0	0.0	0.4
Chico State	H6 - Public Information	5.26	73.3	40.0	60.0	0.0	13.3	6.7	6.7	0.0	13.3	3.9	2.1	3.2	0.0	0.7	0.4	0.4	0.0	0.7
Chico State	H7 - Procurement	5.28	100.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	5.3	0.0	5.3	0.0	0.0	0.0	0.0	0.0	0.0
Chico State	I1 - Medical Services	5.26	77.8	22.2	77.8	0.0	0.0	22.2	0.0	0.0	0.0	4.1	1.2	4.1	0.0	0.0	1.2	0.0	0.0	0.0
Chico State	O1 - Student Services	36.84	74.1	45.2	54.8	5.2	28.1	5.9	0.0	0.0	5.9	27.3	16.6	20.2	1.9	10.4	2.2	0.0	0.0	2.2
	Total:	100.00										72.7	33.4	66.6	2.9	19.1	6.8	0.7	0.4	3.6

2024 AAP

Chico State
Availability Analysis

Job Group: A1 - Animal Industry

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
External Factors						
Local	22.8	73.3	90.00	20.5	66.0	AZ
Reasonable	33.1	94.6	10.00	3.3	9.5	State
Final Availability (%)			100.00	23.8	75.4	

2024 AAP

Job Group: A2 - Agriculture and Farming

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
External Factors						
Local	15.4	60.6	90.00	13.8	54.6	AZ
Reasonable	23.1	84.7	10.00	2.3	8.5	State
Final Availability (%)			**100.00**	**16.1**	**63.0**	

2024 AAP

Job Group: B1 - Administration

| FACTOR | Raw (%) | | FACTOR | Weighted (%) | | SOURCE |
	FEMALE	MINORITY	WEIGHT	FEMALE	MINORITY	
External Factors						
Local	66.0	36.6	90.00	59.4	33.0	AZ
Reasonable	49.7	54.0	10.00	5.0	5.4	State
Final Availability (%)			**100.00**	**64.4**	**38.4**	

2024 AAP

Job Group: B2 - Trades and Crafts

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
External Factors						
Local	1.1	28.5	90.00	1.0	25.7	AZ
Reasonable	2.7	62.9	10.00	0.3	6.3	State
Final Availability (%)			100.00	1.3	32.0	

2024 AAP

Job Group: B4 - Grounds Maintenance and General Labor

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
Local	13.2	40.7	80.00	10.6	32.6	AZ
Reasonable	13.6	83.7	10.00	1.4	8.4	State
Internal Factors						
Feeders	0.0	16.7	10.00	0.0	1.7	Feeders
Final Availability (%)			**100.00**	**11.9**	**42.6**	

2024 AAP

Job Group: B5 - Building Operations

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
External Factors						
Local	6.0	27.2	90.00	5.4	24.5	AZ
Reasonable	4.9	54.9	10.00	0.5	5.5	State
Final Availability (%)			100.00	5.9	30.0	

2024 AAP

Job Group: B6 - Mechanical Equipment Operation and Maintenance

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
Local	4.5	24.9	80.00	3.6	19.9	AZ
Reasonable	3.5	68.3	10.00	0.4	6.8	State
Internal Factors						
Feeders	0.0	16.7	10.00	0.0	1.7	Feeders
Final Availability (%)			**100.00**	**3.9**	**28.4**	

2024 AAP

Chico State

Availability Analysis

Job Group: C1 - Secretarial

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
Local	94.2	21.0	80.00	75.4	16.8	AZ
Reasonable	91.5	52.3	10.00	9.1	5.2	State
Internal Factors						
Feeders	87.7	38.0	10.00	8.8	3.8	Feeders
Final Availability (%)			**100.00**	**93.3**	**25.9**	

2024 AAP

Job Group: C3 - General Clerical

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
External Factors						
Local	94.2	21.0	90.00	84.8	18.9	AZ
Reasonable	91.5	52.3	10.00	9.1	5.2	State
Final Availability (%)			100.00	93.9	24.2	

2024 AAP

Job Group: C4 - Fiscal Clerical

| FACTOR | Raw (%) | | FACTOR WEIGHT | Weighted (%) | | SOURCE |
	FEMALE	MINORITY		FEMALE	MINORITY	
External Factors						
Local	85.6	43.7	80.00	68.4	35.0	AZ
Reasonable	77.6	65.5	10.00	7.8	6.6	State
Internal Factors						
Feeders	90.0	27.0	10.00	9.0	2.7	Feeders
Final Availability (%)			**100.00**	**85.2**	**44.2**	

2024 AAP

Job Group: D3 - Graphics and Reproduction Services

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
Local	76.3	29.1	80.00	61.1	23.3	AZ
Reasonable	75.5	64.1	20.00	15.1	12.8	State
Final Availability (%)			100.00	76.2	36.1	

2024 AAP

Job Group: E1 - Custodial Services

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
External Factors						
Local	49.2	48.2	95.00	46.8	45.8	AZ
Reasonable	57.5	84.9	5.00	2.9	4.2	State
Final Availability (%)			100.00	49.6	50.0	

2024 AAP

Job Group: E2 - Protective Services

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
External Factors						
Local	11.5	28.9	80.00	9.2	23.2	AZ
Reasonable	19.1	55.1	20.00	3.8	11.0	State
Final Availability (%)			100.00	13.0	34.2	

2024 AAP

Chico State

Availability Analysis

Job Group: E3 - Other

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
External Factors						
Local	54.8	31.2	90.00	49.3	28.1	AZ
Reasonable	36.8	69.3	10.00	3.7	6.9	State
Final Availability (%)			100.00	53.0	35.0	

2024 AAP

Chico State

Availability Analysis

Job Group: F2 - Systems Analysis

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
External Factors						
Local	47.6	21.5	70.00	33.3	15.1	AZ
Reasonable	27.0	54.1	20.00	5.4	10.8	State
Internal Factors						
Feeders	27.2	29.2	10.00	2.7	2.9	Feeders
Final Availability (%)			**100.00**	**41.4**	**28.8**	

2024 AAP

Chico State

Availability Analysis

Job Group: F3 - Programming

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
External Factors						
Local	20.6	35.8	70.00	14.4	25.1	AZ
Reasonable	21.8	55.4	20.00	4.4	11.1	State
Internal Factors						
Feeders	38.3	17.0	10.00	3.8	1.7	Feeders
Final Availability (%)			**100.00**	**22.6**	**37.8**	

2024 AAP

Chico State
Availability Analysis

Job Group: F4 - Computer and Related Equipment Operations

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
External Factors						
Local	3.6	28.1	90.00	3.3	25.3	AZ
Reasonable	4.6	59.0	10.00	0.5	5.9	State
		Final Availability (%)	100.00	3.7	31.2	

2024 AAP

Job Group: H1 - Administrative and Program Management Support

| FACTOR | Raw (%) | | FACTOR WEIGHT | Weighted (%) | | SOURCE |
	FEMALE	MINORITY		FEMALE	MINORITY	
External Factors						
Local	66.5	36.6	70.00	46.6	25.6	AZ
Reasonable	51.0	54.4	20.00	10.2	10.9	State
Internal Factors						
Feeders	86.8	32.5	10.00	8.7	3.3	Feeders
Final Availability (%)			**100.00**	**65.5**	**39.8**	

2024 AAP

Job Group: H2 - Special Programs and Studies

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
External Factors						
Local	32.3	45.5	90.00	29.1	40.9	AZ
Reasonable	44.5	59.0	10.00	4.4	5.9	State
Final Availability (%)			100.00	33.6	46.8	

2024 AAP

Job Group: H3 - Accounting

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
External Factors						
Local	73.1	36.1	90.00	65.8	32.4	AZ
Reasonable	73.7	61.2	10.00	7.4	6.1	State
Final Availability (%)			100.00	73.2	38.6	

2024 AAP

Job Group: H4 - Financial

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
External Factors						
Local	93.0	10.7	90.00	83.7	9.7	AZ
Reasonable	62.3	50.8	10.00	6.2	5.1	State
Final Availability (%)			100.00	89.9	14.7	

2024 AAP

Job Group: H6 - Public Information

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
External Factors						
Local	48.0	47.4	70.00	33.6	33.2	AZ
Reasonable	63.0	51.4	20.00	12.6	10.3	State
Internal Factors						
Feeders	61.7	13.5	10.00	6.2	1.4	Feeders
Final Availability (%)			**100.00**	**52.4**	**44.8**	

2024 AAP

Chico State
Availability Analysis

Job Group: H7 - Procurement

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
External Factors						
Local	83.3	21.0	90.00	75.0	18.9	AZ
Reasonable	56.0	53.8	10.00	5.6	5.4	State
Final Availability (%)			100.00	80.6	24.3	

2024 AAP

Chico State

Availability Analysis

Job Group: H8 - Storekeeping

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
External Factors						
Local	52.6	37.7	90.00	47.3	33.9	AZ
Reasonable	46.6	71.1	10.00	4.7	7.1	State
	Final Availability (%)		100.00	52.0	41.0	

2024 AAP

Job Group: I1 - Medical Services

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
External Factors						
Local	76.9	51.8	70.00	53.8	36.3	State
Reasonable	78.8	29.2	30.00	23.6	8.8	National
Final Availability (%)			100.00	77.5	45.0	

2024 AAP

Job Group: I2 - Para-Medical Services

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
External Factors						
Local	92.3	22.4	70.00	64.6	15.7	AZ
Reasonable	89.3	53.9	20.00	17.9	10.8	State
Internal Factors						
Feeders	90.0	40.0	10.00	9.0	4.0	Feeders
Final Availability (%)			**100.00**	**91.5**	**30.4**	

2024 AAP

Job Group: J1 - Instructional Administration

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
External Factors						
Local	49.2	38.4	10.00	4.9	3.8	State
Reasonable	49.7	29.0	10.00	5.0	2.9	National
Internal Factors						
Tenure Track Faculty Dept. Cha	54.1	21.6	80.00	43.2	17.3	Race and Gender - 100.00%
Final Availability (%)			100.00	53.1	24.0	

2024 AAP

Job Group: J2 - Instructional

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
External Factors						
Survey of Earned Doctorates	47.1	49.1	25.00	11.8	12.3	Race and Gender - 100.00%
Local	49.2	38.4	25.00	12.3	9.6	State
Local	49.7	25.8	25.00	12.4	6.5	J2 Applicant Zip Code
Reasonable	49.7	29.0	25.00	12.4	7.2	National
Final Availability (%)			**100.00**	**48.9**	**35.6**	

2024 AAP

Job Group: M1 - Professional Services

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
External Factors						
Local	71.8	39.1	80.00	57.4	31.3	State
Reasonable	77.0	21.4	20.00	15.4	4.3	National
Final Availability (%)			100.00	72.8	35.6	

2024 AAP

Chico State

Availability Analysis

Job Group: M2 - Support

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
External Factors						
Local	76.8	12.4	90.00	69.2	11.2	AZ
Reasonable	71.8	39.1	10.00	7.2	3.9	State
Final Availability (%)			100.00	76.3	15.1	

2024 AAP

Job Group: N3 - Drafting

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
External Factors						
Local	23.6	27.1	80.00	18.8	21.7	AZ
Reasonable	18.8	57.1	20.00	3.8	11.4	State
Final Availability (%)			100.00	22.6	33.1	

2024 AAP

Job Group: O1 - Student Services

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
External Factors						
Local	72.1	59.8	70.00	50.5	41.9	State
Reasonable	74.1	39.1	20.00	14.8	7.8	National
Internal Factors						
Feeders	82.5	33.9	10.00	8.3	3.4	Feeders
Final Availability (%)			**100.00**	**73.5**	**53.1**	

2024 AAP

Job Group: O2 - Athletics

| FACTOR | Raw (%) | | FACTOR | Weighted (%) | | SOURCE |
	FEMALE	MINORITY	WEIGHT	FEMALE	MINORITY	
External Factors						
Local	52.7	33.7	70.00	36.9	23.6	AZ
Reasonable	42.4	43.2	30.00	12.7	13.0	State
Final Availability (%)			100.00	49.6	36.6	

2024 AAP

Job Group: P1 - Technical Support Services

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
Local	52.2	25.1	80.00	41.7	20.1	AZ
Reasonable	51.5	53.6	10.00	5.2	5.4	State
Internal Factors						
Feeders	90.0	27.0	10.00	9.0	2.7	Feeders
Final Availability (%)			100.00	55.9	28.1	

2024 AAP

Job Group: Q1 - Miscellaneous

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
External Factors						
Local	58.5	45.6	1.00	0.6	0.5	State
Internal Factors						
Enrolled Grad Students	58.0	44.4	99.00	57.4	44.0	Race and Gender - 100.00%
Final Availability (%)	100.00			58.0	44.4	

2024 AAP

Chico State

Availability Analysis

Job Group: R1 - Administrator

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
External Factors						
Local	62.1	21.4	30.00	18.6	6.4	R1 Applicant Zip Code
Reasonable	64.9	29.0	20.00	13.0	5.8	National
Internal Factors						
Feeders	72.7	33.4	50.00	36.3	16.7	Feeders
Final Availability (%)			**100.00**	**68.0**	**28.9**	

2024 AAP

Job Group: A1 - Animal Industry

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

	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

2024 AAP

Chico State
Personnel Transactions Summary

Job Group: A2 - Agriculture and Farming

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

	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

2024 AAP

Chico State
Personnel Transactions Summary

Job Group: B1 - Administration

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

	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

2024 AAP

Job Group: B2 - Trades and Crafts

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

	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	1	2
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	1	2
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	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

2024 AAP

Job Group: B4 - Grounds Maintenance and General Labor

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

	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

2024 AAP

Job Group: B5 - Building Operations

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

	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	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	1	0	0	1	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

2024 AAP

Job Group: B6 - Mechanical Equipment Operation and Maintenance

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

	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

2024 AAP

Job Group: C1 - Secretarial

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

	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	84	230	0	314	1	3	4	0	0	0	1	12	13
Afr. Amer.	4	2	0	6	0	0	0	0	0	0	0	1	1
Hispanic	39	97	0	136	0	1	1	0	0	0	0	1	1
Asian	10	11	0	21	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	6	0	6	0	2	2	0	0	0	0	1	1
NHOPI	0	1	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	8	0	8									
Total	137	355	0	492	1	6	7	0	0	0	1	15	16
Total Minority	53	117	0	170	0	3	3	0	0	0	0	3	3

	Promotions From			Promotions Into			Promotions Within		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	10	10	0	3	3	0	7	7
Afr. Amer.	0	0	0	0	0	0	0	1	1
Hispanic	0	1	1	0	1	1	0	1	1
Asian	0	0	0	0	1	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	1	1	0	2	2	0	0	0
Total	0	12	12	0	7	7	0	9	9
Total Minority	0	2	2	0	4	4	0	2	2

2024 AAP

Chico State
Personnel Transactions Summary

Job Group: C3 - General Clerical

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

	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	13	40	0	53	0	2	2	0	1	1	0	4	4
Afr. Amer.	1	3	0	4	0	0	0	0	0	0	0	0	0
Hispanic	3	23	0	26	0	1	1	0	0	0	1	2	3
Asian	4	1	0	5	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	1	0	1	0	0	0	0	0	0	0	0	0
NHOPI	0	1	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	2	0	2									
Total	21	71	0	92	0	3	3	0	1	1	1	6	7
Total Minority	8	29	0	37	0	1	1	0	0	0	1	2	3

	Promotions From			Promotions Into			Promotions Within		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	4	4	0	1	1	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	1	1	0	0	0	0	0	0
Asian	0	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	2	2	0	0	0	0	0	0
Total	0	8	8	0	1	1	0	0	0
Total Minority	0	4	4	0	0	0	0	0	0

2024 AAP

Chico State
Personnel Transactions Summary

Job Group: C4 - Fiscal Clerical

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

	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	10	0	10	0	0	0	0	1	1	0	0	0
Afr. Amer.	1	0	0	1	0	0	0	0	0	0	0	0	0
Hispanic	5	6	0	11	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	6	16	0	22	0	0	0	0	1	1	0	0	0
Total Minority	6	6	0	12	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	1	1
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	1	1
Total Minority	0	0	0	0	0	0	0	1	1

2024 AAP

Chico State
Personnel Transactions Summary

Job Group: D3 - Graphics and Reproduction Services

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

	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

2024 AAP

Job Group: E1 - Custodial Services

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

	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	0	0	0	0	0	0	1	0	1
Afr. Amer.	2	0	0	2	1	0	1	0	0	0	0	0	0
Hispanic	2	0	0	2	1	0	1	0	0	0	1	0	1
Asian	0	0	0	0	1	0	1	0	0	0	0	0	0
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	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	6	0	0	6	3	0	3	0	0	0	2	0	2
Total Minority	5	0	0	5	3	0	3	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	1	0	1
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	1	0	1	0	0	0	0	0	0
Asian	1	0	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	2	0	2	0	0	0	1	0	1
Total Minority	2	0	2	0	0	0	0	0	0

2024 AAP

Chico State
Personnel Transactions Summary

Job Group: E2 - Protective Services

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

	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	4	1	0	5	2	0	2	0	0	0	0	0	0
Afr. Amer.	1	0	0	1	0	0	0	0	0	0	0	0	0
Hispanic	3	1	0	4	0	1	1	0	0	0	0	0	0
Asian	1	0	0	1	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	1	0	1	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	1	0	0	1									
Total	10	2	0	12	3	1	4	0	0	0	0	0	0
Total Minority	5	1	0	6	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	0	1	1
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	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	1	1
Total Minority	0	0	0	0	0	0	0	0	0

2024 AAP

Chico State
Personnel Transactions Summary

Job Group: E3 - Other

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

	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	4	5	0	9	0	1	1	0	0	0	0	1	1
Afr. Amer.	1	0	0	1	0	0	0	0	0	0	0	0	0
Hispanic	0	3	0	3	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	5	8	0	13	0	1	1	0	0	0	0	1	1
Total Minority	1	3	0	4	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

2024 AAP

Personnel Transactions Summary

Job Group: F2 - Systems Analysis

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

	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	2	0	2
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	1	0	0	1	1	0	1	0	0	0	2	0	2
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

2024 AAP

Job Group: F3 - Programming

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

	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	53	19	0	72	7	0	7	0	0	0	2	0	2
Afr. Amer.	10	3	0	13	1	0	1	0	0	0	0	0	0
Hispanic	20	3	0	23	0	0	0	0	0	0	0	0	0
Asian	32	16	0	48	0	0	0	0	0	0	0	0	0
Nat. Amer.	3	0	0	3	1	0	1	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)	7	2	0	9									
Total	125	43	0	168	9	0	9	0	0	0	2	0	2
Total Minority	65	22	0	87	2	0	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	2	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	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	1	1	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	1	1	1	2	3
Total Minority	0	0	0	0	1	1	0	0	0

2024 AAP

Personnel Transactions Summary

Job Group: F4 - Computer and Related Equipment Operations

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

	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

2024 AAP

Job Group: G1 - Executive

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

	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	1	0	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	0	0	1	0	1	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0

2024 AAP

Chico State
Personnel Transactions Summary

Job Group: H1 - Administrative and Program Management Support

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

	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	48	106	0	154	0	4	4	0	0	0	0	11	11
Afr. Amer.	4	3	0	7	0	0	0	0	0	0	0	0	0
Hispanic	27	34	0	61	0	0	0	0	0	0	0	0	0
Asian	6	16	0	22	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)	2	7	0	9									
Total	87	166	0	253	0	4	4	0	0	0	0	11	11
Total Minority	37	53	0	90	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	4	4	0	5	5	0	4	4
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	1	1	0	2	2
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	1	1	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	5	5	0	6	6	0	6	6
Total Minority	0	1	1	0	1	1	0	2	2

2024 AAP

Chico State
Personnel Transactions Summary

Job Group: H2 - Special Programs and Studies

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

	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	5	0	7	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	6	6	0	12	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	1	0	0	1									
Total	9	11	0	20	0	0	0	0	0	0	0	1	1
Total Minority	6	6	0	12	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

2024 AAP

Job Group: H3 - Accounting

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

	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	3	2	0	5	0	0	0	0	0	0	1	1	2
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	1	0	1	0	0	0	0	0	0	0	0	0
Asian	0	2	0	2	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	1	0	1	0	0	0	0	0	0
NHOPI	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	3	5	0	8	1	0	1	0	0	0	1	1	2
Total Minority	0	3	0	3	1	0	1	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	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	1	1	2
Asian	0	0	0	0	0	0	1	0	1
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	1	1	0	1	1	2	1	3
Total Minority	0	0	0	0	0	0	2	1	3

2024 AAP

Chico State
Personnel Transactions Summary

Job Group: H4 - Financial

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

	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

2024 AAP

Chico State
Personnel Transactions Summary

Job Group: H6 - Public Information

	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	32	33	0	65	2	1	3	0	0	0	1	0	1
Afr. Amer.	2	1	0	3	0	0	0	0	0	0	0	0	0
Hispanic	21	6	0	27	0	0	0	0	0	0	0	0	0
Asian	1	1	0	2	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	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	0	2									
Total	56	43	0	99	2	1	3	0	0	0	1	0	1
Total Minority	24	8	0	32	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	2	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	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	1	1	0	0	0
Total	0	0	0	0	3	3	1	0	1
Total Minority	0	0	0	0	1	1	0	0	0

2024 AAP

Chico State
Personnel Transactions Summary

Job Group: H7 - Procurement

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

	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	3	9	0	12	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	5	2	0	7	0	0	0	0	0	0	0	1	1
Asian	0	1	0	1	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	1	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	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	8	13	0	21	0	0	0	0	0	0	0	1	1
Total Minority	5	4	0	9	0	0	0	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	1	1	0	1	1
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	1	1	0	1	1
Total Minority	0	0	0	0	0	0	0	0	0

2024 AAP

Chico State
Personnel Transactions Summary

Job Group: H8 - Storekeeping

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

	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

2024 AAP

Chico State
Personnel Transactions Summary

Snapshot Date: 11/01/2023
Plan Date: 11/01/2023

Job Group: I1 - Medical Services

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

	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	8	0	10	1	3	4	0	4	4	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	2	0	2	0	0	0	0	0	0	0	0	0
Asian	0	1	0	1	0	1	1	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	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	1	1
Unknown (Race)	0	1	0	1									
Total	2	12	0	14	1	4	5	0	4	4	0	1	1
Total Minority	0	3	0	3	0	1	1	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	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	1	1
Total	0	0	0	0	1	1	0	1	1
Total Minority	0	0	0	0	0	0	0	1	1

2024 AAP

Chico State
Personnel Transactions Summary

Job Group: I2 - Para-Medical Services

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

	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	6	0	8	0	1	1	0	0	0	0	1	1
Afr. Amer.	0	1	0	1	0	0	0	0	0	0	0	0	0
Hispanic	1	8	0	9	0	1	1	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	0	0									
Total	3	16	0	19	0	2	2	0	0	0	0	1	1
Total Minority	1	10	0	11	0	1	1	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

2024 AAP

Job Group: J1 - Instructional Administration

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

	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

2024 AAP

Job Group: J2 - Instructional

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

	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	290	446	0	736	32	46	78	2	0	2	53	65	118
Afr. Amer.	33	18	0	51	1	2	3	0	0	0	6	4	10
Hispanic	52	53	0	105	4	3	7	0	0	0	6	6	12
Asian	115	73	0	188	1	2	3	0	0	0	5	4	9
Nat. Amer.	3	7	0	10	0	0	0	0	0	0	1	1	2
NHOPI	0	1	0	1	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	2	2	0	0	0	1	2	3
Unknown (Race)	26	28	0	54									
Total	519	626	0	1145	38	55	93	2	0	2	72	82	154
Total Minority	203	152	0	355	6	9	15	0	0	0	19	17	36

	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	13	21	34
Afr. Amer.	0	0	0	0	0	0	1	0	1
Hispanic	0	0	0	0	0	0	1	0	1
Asian	0	0	0	0	0	0	3	2	5
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	1	1
Total	0	0	0	0	0	0	18	24	42
Total Minority	0	0	0	0	0	0	5	3	8

2024 AAP

Chico State
Personnel Transactions Summary

Job Group: M1 - Professional Services

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

	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	1	1	0	0	0	0	1	1
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	1	1	0	0	0	0	1	1
Total Minority	0	0	0	0	0	0	0	0	0

2024 AAP

Personnel Transactions Summary

Job Group: M2 - Support   **Transaction Dates:** 11/01/2022   To 10/31/2023

	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	3	3	0	6	1	0	1	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	2	0	2	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	3	5	0	8	1	0	1	0	0	0	0	0	0
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

2024 AAP

Personnel Transactions Summary

Job Group: N3 - Drafting

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

	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

2024 AAP

Chico State
Personnel Transactions Summary

Job Group: O1 - Student Services

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

	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	50	85	0	135	4	4	8	0	1	1	1	5	6
Afr. Amer.	9	3	0	12	2	0	2	0	0	0	1	2	3
Hispanic	28	51	0	79	3	1	4	0	0	0	2	0	2
Asian	11	15	0	26	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	1	0	0	1	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	1	1	0	0	0	0	1	1
Unknown (Race)	6	6	0	12									
Total	105	160	0	265	9	6	15	0	1	1	4	8	12
Total Minority	49	69	0	118	5	2	7	0	0	0	3	3	6

	Promotions From			Promotions Into			Promotions Within		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	1	1	2	0	4	4	0	9	9
Afr. Amer.	0	0	0	0	0	0	1	0	1
Hispanic	0	0	0	0	0	0	1	5	6
Asian	0	0	0	0	0	0	1	0	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	1	1
Total	1	1	2	0	4	4	3	15	18
Total Minority	0	0	0	0	0	0	3	6	9

2024 AAP

Chico State

Personnel Transactions Summary

Job Group: O2 - Athletics

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

	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	18	3	0	21	5	2	7	0	0	0	4	1	5
Afr. Amer.	2	0	0	2	0	0	0	0	0	0	0	1	1
Hispanic	5	4	0	9	0	0	0	0	0	0	0	1	1
Asian	1	0	0	1	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	1	0	0	1	1	0	1	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	1	1
Unknown (Race)	1	0	0	1									
Total	28	7	0	35	6	2	8	0	0	0	4	4	8
Total Minority	9	4	0	13	1	0	1	0	0	0	0	3	3

	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

2024 AAP

Personnel Transactions Summary

Job Group: P1 - Technical Support Services

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

	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	13	0	14	0	1	1	0	0	0	0	1	1
Afr. Amer.	0	1	0	1	0	0	0	0	0	0	0	0	0
Hispanic	0	2	0	2	0	0	0	0	0	0	0	0	0
Asian	1	0	0	1	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	1	1	0	2									
Total	3	17	0	20	0	1	1	0	0	0	0	1	1
Total Minority	1	3	0	4	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	1	0	1
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	1	1
Asian	0	0	0	1	0	1	1	0	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	1	0	1	2	1	3
Total Minority	0	0	0	1	0	1	1	1	2

2024 AAP

Job Group: Q1 - Miscellaneous

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

	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	6	12	18	0	0	0	14	23	37
Afr. Amer.	0	0	0	0	0	1	1	0	0	0	0	0	0
Hispanic	0	0	0	0	2	7	9	0	0	0	6	10	16
Asian	0	0	0	0	1	1	2	0	0	0	3	1	4
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	1	1
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	1	0	1	0	0	0	0	2	2
Unknown (Race)	0	0	0	0									
Total	0	0	0	0	10	21	31	0	0	0	23	37	60
Total Minority	0	0	0	0	4	9	13	0	0	0	9	14	23

	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

2024 AAP

Chico State
Personnel Transactions Summary

Job Group: R1 - Administrator

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

	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	92	93	0	185	6	8	14	1	0	1	9	8	17
Afr. Amer.	15	5	0	20	0	1	1	0	0	0	0	0	0
Hispanic	35	28	0	63	1	0	1	0	0	0	0	2	2
Asian	17	7	0	24	2	1	3	0	0	0	1	0	1
Nat. Amer.	0	1	0	1	1	0	1	0	0	0	0	1	1
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)	5	8	0	13									
Total	164	142	0	306	10	10	20	1	0	1	10	11	21
Total Minority	67	41	0	108	4	2	6	0	0	0	1	3	4

	Promotions From			Promotions Into			Promotions Within		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	1	2	3	1	5	6	14	17	31
Afr. Amer.	0	0	0	0	0	0	1	0	1
Hispanic	0	0	0	1	0	1	0	3	3
Asian	0	0	0	0	0	0	1	0	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	3	3
Total	1	2	3	2	5	7	16	23	39
Total Minority	0	0	0	1	0	1	2	6	8

2024 AAP

Job Group: A1 - Animal Industry

Test: Standard Deviation

Total Employees: 3

	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
				Total						
Employees (#)	3	0	1	2	0	1	0	0	0	0
Employees (%)	100.0	0.0	33.3	66.7	0.0	33.3	0.0	0.0	0.0	0.0
Availability (%) Goal	76.2	23.8	75.4	24.6	0.2	70.9	2.2	0.2	0.0	1.8
Test: Standard Deviation	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
	0.96	-0.96	-1.69	1.69	-0.07	-1.43	-0.26	-0.08	-0.03	-0.23
Addt'l Needed to Eliminate Problem Area (#)	0	0	0	0	0	0	0	0	0	0
Addt'l Needed to Reach Availability (#)	0	1	2	0	1	2	1	1	0	1

2024 AAP

Chico State
Comparison of Incumbency to Availability and Placement Goals

Job Group: A2 - Agriculture and Farming

Test: Standard Deviation

Total Employees: 5

	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
						Total				
Employees (#)	5	0	1	4	0	1	0	0	0	0
Employees (%)	100.0	0.0	20.0	80.0	0.0	20.0	0.0	0.0	0.0	0.0
Availability (%) Goal	83.9	16.1	63.0	37.0	0.7	57.5	2.5	0.3	0.1	2.0
Test: Standard Deviation	NO	NO	YES	NO	NO	NO	NO	NO	NO	NO
	0.98	-0.98	-1.99	1.99	-0.18	-1.69	-0.36	-0.12	-0.06	-0.31
Addt'l Needed to Eliminate Problem Area (#)	0	0	1	0	0	0	0	0	0	0
Addt'l Needed to Reach Availability (#)	0	1	3	0	1	2	1	1	1	1

2024 AAP

Comparison of Incumbency to Availability and Placement Goals

Job Group: B1 - Administration

Test: Standard Deviation

Total Employees: 1

	Males	**Females**	**Total Min.**	**White**	**Afr. Amer.**	**Hispanic**	**Asian**	**Nat. Amer.**	**NHOPI**	**Two +**
				Total						
Employees (#)	0	1	1	0	0	1	0	0	0	0
Employees (%)	0.0	100.0	100.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0
Availability (%) Goal	35.6	64.4	38.4	61.6	1.8	9.4	10.3	0.0	0.1	16.8
Test: Standard Deviation	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
	-0.74	0.74	1.26	-1.26	-0.13	3.10	-0.33	-0.01	-0.02	-0.44
Addt'l Needed to Eliminate Problem Area (#)	0	0	0	0	0	0	0	0	0	0
Addt'l Needed to Reach Availability (#)	1	0	0	1	1	0	1	0	1	1

2024 AAP

Comparison of Incumbency to Availability and Placement Goals

Job Group: B2 - Trades and Crafts

Test: Standard Deviation

Total Employees: 20

	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
						Total				
Employees (#)	20	0	0	20	0	0	0	0	0	0
Employees (%)	100.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0
Availability (%) Goal	98.7	1.3	32.0	68.0	1.2	24.5	2.5	1.3	0.3	2.1
Test: Standard Deviation	NO	NO	YES	NO	NO	YES	NO	NO	NO	NO
	0.50	-0.50	-3.06	3.06	-0.48	-2.54	-0.71	-0.51	-0.26	-0.66
Addt'l Needed to Eliminate Problem Area (#)	0	0	2	0	0	1	0	0	0	0
Addt'l Needed to Reach Availability (#)	0	1	7	0	1	5	1	1	1	1

2024 AAP

Chico State
Comparison of Incumbency to Availability and Placement Goals

Job Group: B4 - Grounds Maintenance and General Labor

Test: Standard Deviation

Total Employees: 18

	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
				Total						
Employees (#)	18	0	3	15	0	3	0	0	0	0
Employees (%)	100.0	0.0	16.7	83.3	0.0	16.7	0.0	0.0	0.0	0.0
Availability (%) Goal	88.1	11.9	42.6	57.4	1.8	33.4	3.0	0.8	0.1	3.5
Test: Standard Deviation	NO	NO	YES	NO	NO	NO	NO	NO	NO	NO
	1.56	-1.56	-2.22	2.22	-0.57	-1.50	-0.73	-0.38	-0.13	-0.81
Addt'l Needed to Eliminate Problem Area (#)	0	0	1	0	0	0	0	0	0	0
Addt'l Needed to Reach Availability (#)	0	3	5	0	1	4	1	1	1	1

2024 AAP

Job Group: B5 - Building Operations

Test: Standard Deviation

Total Employees: 23

	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
					Total					
Employees (#)	23	0	4	19	0	4	0	0	0	0
Employees (%)	100.0	0.0	17.4	82.6	0.0	17.4	0.0	0.0	0.0	0.0
Availability (%) Goal	94.1	5.9	30.0	70.0	4.2	19.3	4.0	0.6	0.3	1.6
Test: Standard Deviation	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
	1.19	-1.19	-1.31	1.31	-1.00	-0.22	-0.97	-0.37	-0.26	-0.61
Addt'l Needed to Eliminate Problem Area (#)	0	0	0	0	0	0	0	0	0	0
Addt'l Needed to Reach Availability (#)	0	2	3	0	1	1	1	1	1	1

2024 AAP

Job Group: B6 - Mechanical Equipment Operation and Maintenance

Test: Standard Deviation

Total Employees: 6

	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
				Total						
Employees (#)	6	0	1	5	0	1	0	0	0	0
Employees (%)	100.0	0.0	16.7	83.3	0.0	16.7	0.0	0.0	0.0	0.0
Availability (%) Goal	96.1	3.9	28.4	71.6	1.5	19.7	3.2	0.2	0.1	3.8
Test: Standard Deviation	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
	0.49	-0.49	-0.63	0.63	-0.29	-0.18	-0.44	-0.11	-0.09	-0.48
Addt'l Needed to Eliminate Problem Area (#)	0	0	0	0	0	0	0	0	0	0
Addt'l Needed to Reach Availability (#)	0	1	1	0	1	1	1	1	1	1

2024 AAP

Chico State
Comparison of Incumbency to Availability and Placement Goals

Job Group: C1 - Secretarial

Test: Standard Deviation

Total Employees: 100

	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
						Total				
Employees (#)	10	90	27	73	0	15	8	2	0	2
Employees (%)	10.0	90.0	27.0	73.0	0.0	15.0	8.0	2.0	0.0	2.0
Availability (%) Goal	6.7	93.3	25.9	74.1	1.7	15.3	4.2	0.3	0.5	3.9
Test: Standard Deviation	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
	1.31	-1.31	0.25	-0.25	-1.29	-0.07	1.87	2.84	-0.67	-0.98
Addt'l Needed to Eliminate Problem Area (#)	0	0	0	0	0	0	0	0	0	0
Addt'l Needed to Reach Availability (#)	0	4	0	2	2	1	0	0	1	2

2024 AAP

Job Group: C3 - General Clerical

Test: Standard Deviation

Total Employees: 20

					Total					
	Males	**Females**	**Total Min.**	**White**	**Afr. Amer.**	**Hispanic**	**Asian**	**Nat. Amer.**	**NHOPI**	**Two +**
Employees (#)	2	18	8	12	1	5	2	0	0	0
Employees (%)	10.0	90.0	40.0	60.0	5.0	25.0	10.0	0.0	0.0	0.0
Availability (%) Goal	6.1	93.9	24.2	75.8	1.3	14.2	3.6	0.3	0.5	4.3
Test: Standard Deviation	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
	0.74	-0.74	1.65	-1.65	1.44	1.38	1.55	-0.24	-0.31	-0.94
Addt'l Needed to Eliminate Problem Area (#)	0	0	0	0	0	0	0	0	0	0
Addt'l Needed to Reach Availability (#)	0	1	0	4	0	0	0	1	1	1

2024 AAP

Chico State
Comparison of Incumbency to Availability and Placement Goals

Job Group: C4 - Fiscal Clerical

Test: Standard Deviation

Total Employees: 3

	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
						Total				
Employees (#)	0	3	2	1	0	2	0	0	0	0
Employees (%)	0.0	100.0	66.7	33.3	0.0	66.7	0.0	0.0	0.0	0.0
Availability (%) Goal	14.8	85.2	44.2	55.8	1.4	29.0	9.4	0.9	0.3	3.2
Test: Standard Deviation	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
	-0.72	0.72	0.78	-0.78	-0.20	1.43	-0.55	-0.16	-0.09	-0.31
Addt'l Needed to Eliminate Problem Area (#)	0	0	0	0	0	0	0	0	0	0
Addt'l Needed to Reach Availability (#)	1	0	0	1	1	0	1	1	1	1

2024 AAP

Job Group: D3 - Graphics and Reproduction Services

Test: Standard Deviation

Total Employees: 3

	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
					Total					
Employees (#)	2	1	0	3	0	0	0	0	0	0
Employees (%)	66.7	33.3	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0
Availability (%) Goal	23.8	76.2	36.1	63.9	2.5	21.5	7.7	0.4	0.6	3.5
Test: Standard Deviation	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
	1.74	-1.74	-1.30	1.30	-0.27	-0.90	-0.50	-0.10	-0.12	-0.32
Addt'l Needed to Eliminate Problem Area (#)	0	0	0	0	0	0	0	0	0	0
Addt'l Needed to Reach Availability (#)	0	2	2	0	1	1	1	1	1	1

2024 AAP

Chico State
Comparison of Incumbency to Availability and Placement Goals

Job Group: E1 - Custodial Services

Test: Standard Deviation

Total Employees: 77

	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
						Total				
Employees (#)	51	26	43	34	8	19	13	2	0	1
Employees (%)	66.2	33.8	55.8	44.2	10.4	24.7	16.9	2.6	0.0	1.3
Availability (%) Goal	50.4	49.6	50.0	50.0	3.5	35.6	4.2	2.1	0.1	4.5
Test: Standard Deviation	NO	YES	NO	NO	NO	YES	NO	NO	NO	NO
	2.78	-2.78	1.02	-1.02	3.24	-2.00	5.55	0.32	-0.29	-1.34
Addt'l Needed to Eliminate Problem Area (#)	0	4	0	0	0	1	0	0	0	0
Addt'l Needed to Reach Availability (#)	0	13	0	5	0	9	0	0	1	3

2024 AAP

Chico State
Comparison of Incumbency to Availability and Placement Goals

Job Group: E2 - Protective Services

Test: Standard Deviation

Total Employees: 15

	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
						Total				
Employees (#)	10	5	3	12	1	1	0	0	1	0
Employees (%)	66.7	33.3	20.0	80.0	6.7	6.7	0.0	0.0	6.7	0.0
Availability (%) Goal	87.0	13.0	34.2	65.8	3.2	26.7	2.0	0.4	0.2	1.5
Test: Standard Deviation	YES	NO	NO	NO	NO	NO	NO	NO	NO	NO
	-2.33	2.33	-1.15	1.15	0.74	-1.75	-0.55	-0.25	5.00	-0.47
Addt'l Needed to Eliminate Problem Area (#)	1	0	0	0	0	0	0	0	0	0
Addt'l Needed to Reach Availability (#)	4	0	3	0	0	4	1	1	0	1

2024 AAP

Comparison of Incumbency to Availability and Placement Goals

Job Group: E3 - Other

Test: Standard Deviation

Total Employees: 5

	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
						Total				
Employees (#)	1	4	2	3	0	2	0	0	0	0
Employees (%)	20.0	80.0	40.0	60.0	0.0	40.0	0.0	0.0	0.0	0.0
Availability (%) Goal	47.0	53.0	35.0	65.0	2.7	24.1	3.6	3.3	0.2	1.2
Test: Standard Deviation	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
	-1.21	1.21	0.23	-0.23	-0.37	0.83	-0.43	-0.41	-0.10	-0.24
Addt'l Needed to Eliminate Problem Area (#)	0	0	0	0	0	0	0	0	0	0
Addt'l Needed to Reach Availability (#)	2	0	0	1	1	0	1	1	1	1

2024 AAP

Job Group: F2 - Systems Analysis

Test: Standard Deviation

Total Employees: 11

				Total						
	Males	**Females**	**Total Min.**	**White**	**Afr. Amer.**	**Hispanic**	**Asian**	**Nat. Amer.**	**NHOPI**	**Two +**
Employees (#)	11	0	3	8	0	1	1	0	0	1
Employees (%)	100.0	0.0	27.3	72.7	0.0	9.1	9.1	0.0	0.0	9.1
Availability (%) Goal	58.6	41.4	28.8	71.2	1.3	10.3	14.3	0.7	0.3	2.0
Test: Standard Deviation	NO	YES	NO	NO	NO	NO	NO	NO	NO	NO
	2.78	-2.78	-0.11	0.11	-0.37	-0.13	-0.49	-0.27	-0.16	1.70
Addt'l Needed to Eliminate Problem Area (#)	0	1	0	0	0	0	0	0	0	0
Addt'l Needed to Reach Availability (#)	0	5	1	0	1	1	1	1	1	0

2024 AAP

Chico State
Comparison of Incumbency to Availability and Placement Goals

Job Group: F3 - Programming

Test: Standard Deviation

Total Employees: 75

	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
				Total						
Employees (#)	58	17	18	57	1	8	5	1	1	2
Employees (%)	77.3	22.7	24.0	76.0	1.3	10.7	6.7	1.3	1.3	2.7
Availability (%) Goal	77.4	22.6	37.8	62.2	2.7	12.0	18.0	0.4	2.2	2.6
Test: Standard Deviation	NO	NO	YES	NO	NO	NO	YES	NO	NO	NO
	0.00	0.00	-2.47	2.47	-0.73	-0.35	-2.54	1.43	-0.50	0.03
Addt'l Needed to Eliminate Problem Area (#)	0	0	2	0	0	0	2	0	0	0
Addt'l Needed to Reach Availability (#)	1	0	11	0	2	2	9	0	1	0

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Chico State
Comparison of Incumbency to Availability and Placement Goals

Job Group: F4 - Computer and Related Equipment Operations

Test: Standard Deviation

Total Employees: 3

	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
					Total					
Employees (#)	3	0	1	2	0	1	0	0	0	0
Employees (%)	100.0	0.0	33.3	66.7	0.0	33.3	0.0	0.0	0.0	0.0
Availability (%) Goal	96.3	3.7	31.2	68.8	2.4	20.4	5.2	0.7	0.4	2.1
Test: Standard Deviation	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
	0.34	-0.34	0.07	-0.07	-0.27	0.55	-0.40	-0.14	-0.10	-0.25
Addt'l Needed to Eliminate Problem Area (#)	0	0	0	0	0	0	0	0	0	0
Addt'l Needed to Reach Availability (#)	0	1	0	1	1	0	1	1	1	1

2024 AAP

Comparison of Incumbency to Availability and Placement Goals

Job Group: H1 - Administrative and Program Management Support

Test: Standard Deviation

Total Employees: 73

	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
						Total				
Employees (#)	10	63	19	54	0	14	4	0	0	1
Employees (%)	13.7	86.3	26.0	74.0	0.0	19.2	5.5	0.0	0.0	1.4
Availability (%) Goal	34.5	65.5	39.8	60.2	2.3	12.1	11.6	0.2	0.1	13.4
Test: Standard Deviation	YES	NO	YES	NO	NO	NO	NO	NO	NO	YES
	-3.74	3.74	-2.39	2.39	-1.32	1.85	-1.63	-0.42	-0.25	-3.01
Addt'l Needed to Eliminate Problem Area (#)	7	0	2	0	0	0	0	0	0	3
Addt'l Needed to Reach Availability (#)	16	0	11	0	2	0	5	1	1	9

2024 AAP

Job Group: H2 - Special Programs and Studies

Test: Standard Deviation

Total Employees: 4

	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
				Total						
Employees (#)	4	0	0	4	0	0	0	0	0	0
Employees (%)	100.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0
Availability (%) Goal	66.4	33.6	46.8	53.2	0.8	37.1	7.6	0.2	0.2	1.0
Test: Standard Deviation	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
	1.42	-1.42	-1.87	1.87	-0.18	-1.53	-0.57	-0.08	-0.08	-0.20
Addt'l Needed to Eliminate Problem Area (#)	0	0	0	0	0	0	0	0	0	0
Addt'l Needed to Reach Availability (#)	0	2	2	0	1	2	1	1	1	1

2024 AAP

Job Group: H3 - Accounting

Test: Standard Deviation

Total Employees: 19

	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
					Total					
Employees (#)	5	14	5	14	0	2	1	1	0	1
Employees (%)	26.3	73.7	26.3	73.7	0.0	10.5	5.3	5.3	0.0	5.3
Availability (%) Goal	26.8	73.2	38.6	61.4	6.5	22.4	6.0	0.5	0.1	3.1
Test: Standard Deviation	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
	-0.05	0.05	-1.09	1.09	-1.14	-1.24	-0.12	3.05	-0.14	0.53
Addt'l Needed to Eliminate Problem Area (#)	0	0	0	0	0	0	0	0	0	0
Addt'l Needed to Reach Availability (#)	1	0	3	0	2	3	1	0	1	0

2024 AAP

Job Group: H4 - Financial

Test: Standard Deviation

Total Employees: 2

	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
						Total				
Employees (#)	0	2	0	2	0	0	0	0	0	0
Employees (%)	0.0	100.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0
Availability (%) Goal	10.1	89.9	14.7	85.3	1.9	4.8	7.1	0.0	0.2	0.8
Test: Standard Deviation	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
	-0.47	0.47	-0.58	0.58	-0.19	-0.31	-0.38	0.00	-0.06	-0.12
Addt'l Needed to Eliminate Problem Area (#)	0	0	0	0	0	0	0	0	0	0
Addt'l Needed to Reach Availability (#)	1	0	1	0	1	1	1	0	1	1

2024 AAP

Chico State
Comparison of Incumbency to Availability and Placement Goals

Job Group: H6 - Public Information

Test: Standard Deviation

Total Employees: 15

		Total								
	Males	**Females**	**Total Min.**	**White**	**Afr. Amer.**	**Hispanic**	**Asian**	**Nat. Amer.**	**NHOPI**	**Two +**
Employees (#)	4	11	6	9	0	2	1	1	0	2
Employees (%)	26.7	73.3	40.0	60.0	0.0	13.3	6.7	6.7	0.0	13.3
Availability (%) Goal	47.6	52.4	44.8	55.2	1.5	37.0	4.8	0.2	0.0	1.3
Test: Standard Deviation	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
	-1.62	1.62	-0.37	0.37	-0.47	-1.90	0.34	5.56	-0.04	4.11
Addt'l Needed to Eliminate Problem Area (#)	0	0	0	0	0	0	0	0	0	0
Addt'l Needed to Reach Availability (#)	4	0	1	0	1	4	0	0	0	0

2024 AAP

Job Group: H7 - Procurement

Test: Standard Deviation

Total Employees: 5

	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
						Total				
Employees (#)	0	5	0	5	0	0	0	0	0	0
Employees (%)	0.0	100.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0
Availability (%) Goal	19.4	80.6	24.3	75.7	2.0	12.2	6.1	0.1	0.1	3.8
Test: Standard Deviation	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
	-1.09	1.09	-1.26	1.26	-0.32	-0.83	-0.56	-0.05	-0.06	-0.44
Addt'l Needed to Eliminate Problem Area (#)	0	0	0	0	0	0	0	0	0	0
Addt'l Needed to Reach Availability (#)	1	0	2	0	1	1	1	1	1	1

2024 AAP

Chico State
Comparison of Incumbency to Availability and Placement Goals

Job Group: H8 - Storekeeping

Test: Standard Deviation

Total Employees: 7

		Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
	Total										
Employees (#)		6	1	3	4	0	2	1	0	0	0
Employees (%)		85.7	14.3	42.9	57.1	0.0	28.6	14.3	0.0	0.0	0.0
Availability (%) Goal		48.0	52.0	41.0	59.0	3.9	25.6	5.8	2.5	0.3	2.9
Test: Standard Deviation		NO	YES	NO	NO	NO	NO	NO	NO	NO	NO
		1.99	-1.99	0.09	-0.09	-0.53	0.18	0.95	-0.42	-0.13	-0.45
Addt'l Needed to Eliminate Problem Area (#)		0	1	0	0	0	0	0	0	0	0
Addt'l Needed to Reach Availability (#)		0	3	0	1	1	0	0	1	1	1

2024 AAP

Chico State
Comparison of Incumbency to Availability and Placement Goals

Job Group: I1 - Medical Services

Test: Standard Deviation

Total Employees: 9

	Total									
	Males	**Females**	**Total Min.**	**White**	**Afr. Amer.**	**Hispanic**	**Asian**	**Nat. Amer.**	**NHOPI**	**Two +**
Employees (#)	2	7	2	7	0	0	2	0	0	0
Employees (%)	22.2	77.8	22.2	77.8	0.0	0.0	22.2	0.0	0.0	0.0
Availability (%) Goal	22.5	77.5	45.0	55.0	6.3	19.5	15.9	0.3	0.3	2.7
Test: Standard Deviation	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
	-0.02	0.02	-1.37	1.37	-0.77	-1.47	0.51	-0.17	-0.15	-0.50
Addt'l Needed to Eliminate Problem Area (#)	0	0	0	0	0	0	0	0	0	0
Addt'l Needed to Reach Availability (#)	1	0	3	0	1	2	0	1	1	1

2024 AAP

Job Group: I2 - Para-Medical Services

Test: Standard Deviation

Total Employees: 10

	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
				Total						
Employees (#)	0	10	7	3	0	5	1	0	0	1
Employees (%)	0.0	100.0	70.0	30.0	0.0	50.0	10.0	0.0	0.0	10.0
Availability (%) Goal	8.5	91.5	30.4	69.6	2.3	17.7	5.9	0.3	0.4	3.7
Test: Standard Deviation	NO	NO	NO	YES	NO	NO	NO	NO	NO	NO
	-0.96	0.96	2.71	-2.71	-0.48	2.67	0.54	-0.18	-0.20	1.04
Addt'l Needed to Eliminate Problem Area (#)	0	0	0	1	0	0	0	0	0	0
Addt'l Needed to Reach Availability (#)	1	0	0	4	1	0	0	1	1	0

2024 AAP

Chico State
Comparison of Incumbency to Availability and Placement Goals

Job Group: J1 - Instructional Administration

Test: Standard Deviation

Total Employees: 41

	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
						Total				
Employees (#)	25	16	5	36	0	2	3	0	0	0
Employees (%)	61.0	39.0	12.2	87.8	0.0	4.9	7.3	0.0	0.0	0.0
Availability (%) Goal	46.9	53.1	24.0	76.0	5.4	6.3	8.5	2.2	0.0	1.6
Test: Standard Deviation	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
	1.81	-1.81	-1.77	1.77	-1.52	-0.37	-0.26	-0.96	-0.08	-0.82
Addt'l Needed to Eliminate Problem Area (#)	0	0	0	0	0	0	0	0	0	0
Addt'l Needed to Reach Availability (#)	0	6	5	0	3	1	1	1	0	1

2024 AAP

Chico State
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 11/01/2023

Plan Date: 11/01/2023

Job Group: J2 - Instructional

Test: Standard Deviation

Total Employees: 747

	Total									
	Males	**Females**	**Total Min.**	**White**	**Afr. Amer.**	**Hispanic**	**Asian**	**Nat. Amer.**	**NHOPI**	**Two +**
Employees (#)	329	418	162	585	17	48	71	7	0	19
Employees (%)	44.0	56.0	21.7	78.3	2.3	6.4	9.5	0.9	0.0	2.5
Availability (%) Goal	51.1	48.9	35.6	64.4	4.9	10.1	17.6	0.2	0.1	2.8
Test: Standard Deviation	YES	NO	YES	NO	YES	YES	YES	NO	NO	NO
	-3.83	3.83	-7.92	7.92	-3.32	-3.31	-5.81	4.92	-0.63	-0.34
Addt'l Needed to Eliminate Problem Area (#)	26	0	78	0	8	11	40	0	0	0
Addt'l Needed to Reach Availability (#)	53	0	104	0	20	28	61	0	1	2

2024 AAP

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Comparison of Incumbency to Availability and Placement Goals

Job Group: M1 - Professional Services

Test: Standard Deviation

Total Employees: 8

	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
						Total				
Employees (#)	5	3	1	7	0	1	0	0	0	0
Employees (%)	62.5	37.5	12.5	87.5	0.0	12.5	0.0	0.0	0.0	0.0
Availability (%) Goal	27.2	72.8	35.6	64.4	4.6	16.7	9.4	0.6	0.0	4.3
Test: Standard Deviation	NO	YES	NO	NO	NO	NO	NO	NO	NO	NO
	2.24	-2.24	-1.36	1.36	-0.61	-0.31	-0.90	-0.21	-0.05	-0.59
Addt'l Needed to Eliminate Problem Area (#)	0	1	0	0	0	0	0	0	0	0
Addt'l Needed to Reach Availability (#)	0	3	2	0	1	1	1	1	0	1

2024 AAP

Chico State
Comparison of Incumbency to Availability and Placement Goals

Job Group: M2 - Support

Test: Standard Deviation

Total Employees: 12

	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
						Total				
Employees (#)	6	6	1	11	0	1	0	0	0	0
Employees (%)	50.0	50.0	8.3	91.7	0.0	8.3	0.0	0.0	0.0	0.0
Availability (%) Goal	23.7	76.3	15.1	84.9	0.9	8.4	4.4	0.2	0.0	1.2
Test: Standard Deviation	NO	YES	NO	NO	NO	NO	NO	NO	NO	NO
	2.14	-2.14	-0.65	0.65	-0.32	0.00	-0.74	-0.13	-0.02	-0.38
Addt'l Needed to Eliminate Problem Area (#)	0	1	0	0	0	0	0	0	0	0
Addt'l Needed to Reach Availability (#)	0	4	1	0	1	1	1	1	0	1

2024 AAP

Job Group: N3 - Drafting

Test: Standard Deviation

Total Employees: 1

	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
						Total				
Employees (#)	1	0	1	0	0	1	0	0	0	0
Employees (%)	100.0	0.0	100.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0
Availability (%) Goal	77.4	22.6	33.1	66.9	1.3	10.1	16.1	0.1	1.0	4.5
Test: Standard Deviation	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
	0.54	-0.54	1.42	-1.42	-0.11	2.98	-0.43	-0.02	-0.10	-0.21
Addt'l Needed to Eliminate Problem Area (#)	0	0	0	0	0	0	0	0	0	0
Addt'l Needed to Reach Availability (#)	0	1	0	1	1	0	1	1	1	1

2024 AAP

Job Group: O1 - Student Services

Test: Standard Deviation

Total Employees: 135

		Total								
	Males	**Females**	**Total Min.**	**White**	**Afr. Amer.**	**Hispanic**	**Asian**	**Nat. Amer.**	**NHOPI**	**Two +**
Employees (#)	35	100	61	74	7	38	8	0	0	8
Employees (%)	25.9	74.1	45.2	54.8	5.2	28.1	5.9	0.0	0.0	5.9
Availability (%) Goal	26.5	73.5	53.1	46.9	11.5	28.8	8.9	0.6	0.3	3.0
Test: Standard Deviation	NO	NO	NO	NO	YES	NO	NO	NO	NO	NO
	-0.13	0.13	-1.83	1.83	-2.29	-0.17	-1.20	-0.91	-0.61	2.00
Addt'l Needed to Eliminate Problem Area (#)	0	0	0	0	1	0	0	0	0	0
Addt'l Needed to Reach Availability (#)	1	0	11	0	9	1	4	1	1	0

2024 AAP

Chico State
Comparison of Incumbency to Availability and Placement Goals

Job Group: O2 - Athletics

Test: Standard Deviation

Total Employees: 30

	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
						Total				
Employees (#)	21	9	8	22	0	5	0	1	1	1
Employees (%)	70.0	30.0	26.7	73.3	0.0	16.7	0.0	3.3	3.3	3.3
Availability (%) Goal	50.4	49.6	36.6	63.4	3.3	16.7	6.1	0.2	0.3	10.0
Test: Standard Deviation	NO	YES	NO	NO	NO	NO	NO	NO	NO	NO
	2.15	-2.15	-1.12	1.12	-1.00	0.00	-1.39	4.14	2.95	-1.21
Addt'l Needed to Eliminate Problem Area (#)	0	1	0	0	0	0	0	0	0	0
Addt'l Needed to Reach Availability (#)	0	6	3	0	1	1	2	0	0	3

2024 AAP

Chico State
Comparison of Incumbency to Availability and Placement Goals

Job Group: P1 - Technical Support Services

Test: Standard Deviation

Total Employees: 47

			Total							
	Males	**Females**	**Total Min.**	**White**	**Afr. Amer.**	**Hispanic**	**Asian**	**Nat. Amer.**	**NHOPI**	**Two +**
Employees (#)	29	18	8	39	0	3	3	1	0	1
Employees (%)	61.7	38.3	17.0	83.0	0.0	6.4	6.4	2.1	0.0	2.1
Availability (%) Goal	44.1	55.9	28.1	71.9	2.4	16.2	5.6	0.7	0.1	3.1
Test: Standard Deviation	NO	YES	NO	NO	NO	NO	NO	NO	NO	NO
	2.42	-2.42	-1.69	1.69	-1.07	-1.82	0.22	1.13	-0.24	-0.37
Addt'l Needed to Eliminate Problem Area (#)	0	2	0	0	0	0	0	0	0	0
Addt'l Needed to Reach Availability (#)	0	9	6	0	2	5	0	0	1	1

2024 AAP

Chico State
Comparison of Incumbency to Availability and Placement Goals

Job Group: Q1 - Miscellaneous

Test: Standard Deviation

Total Employees: 46

	Total									
	Males	**Females**	**Total Min.**	**White**	**Afr. Amer.**	**Hispanic**	**Asian**	**Nat. Amer.**	**NHOPI**	**Two +**
Employees (#)	14	32	23	23	1	12	4	0	0	6
Employees (%)	30.4	69.6	50.0	50.0	2.2	26.1	8.7	0.0	0.0	13.0
Availability (%) Goal	42.0	58.0	44.4	55.6	1.4	30.6	5.3	0.5	0.0	6.6
Test: Standard Deviation	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
	-1.58	1.58	0.76	-0.76	0.42	-0.66	1.02	-0.47	-0.02	1.77
Addt'l Needed to Eliminate Problem Area (#)	0	0	0	0	0	0	0	0	0	0
Addt'l Needed to Reach Availability (#)	6	0	0	3	0	3	0	1	0	0

2024 AAP

Chico State
Comparison of Incumbency to Availability and Placement Goals

Job Group: R1 - Administrator

Test: Standard Deviation

Total Employees: 163

	Males	**Females**	**Total Min.**	**White**	**Afr. Amer.**	**Hispanic**	**Asian**	**Nat. Amer.**	**NHOPI**	**Two +**
					Total					
Employees (#)	67	96	39	124	8	18	5	3	1	4
Employees (%)	41.1	58.9	23.9	76.1	4.9	11.0	3.1	1.8	0.6	2.5
Availability (%) Goal	32.0	68.0	28.9	71.1	4.6	14.2	5.2	0.9	0.3	3.8
Test: Standard Deviation	NO	YES	NO	NO	NO	NO	NO	NO	NO	NO
	2.47	-2.47	-1.40	1.40	0.16	-1.15	-1.20	1.29	0.92	-0.89
Addt'l Needed to Eliminate Problem Area (#)	0	3	0	0	0	0	0	0	0	0
Addt'l Needed to Reach Availability (#)	0	15	9	0	0	6	4	0	0	3

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Chico State
Placement Goals Summary

Test: Standard Deviation

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Placement Goal (#)	Add'l Needed (#)	Test Result
	Females	0	0.0%	23.8%	**NO**	1	0	-0.96
	Minority	1	33.3%	75.4%	**NO**	2	0	-1.69
	Afr. Amer.	0	0.0%	0.2%	**NO**	1	0	-0.07
A1 - Animal Industry	Hispanic	1	33.3%	70.9%	**NO**		0	-1.43
Total Employees: 3	Asian	0	0.0%	2.2%	**NO**		0	-0.26
	Nat. Amer.	0	0.0%	0.2%	**NO**		0	-0.08
	NHOPI	0	0.0%	0.0%	**NO**		0	-0.03
	Two or More	0	0.0%	1.8%	**NO**		0	-0.23
	Females	0	0.0%	16.1%	**NO**	1	0	-0.98
	Minority	1	20.0%	63.0%	**YES**	3	1	-1.99
	Afr. Amer.	0	0.0%	0.7%	**NO**	1	0	-0.18
A2 - Agriculture and Farming	Hispanic	1	20.0%	57.5%	**NO**		0	-1.69
Total Employees: 5	Asian	0	0.0%	2.5%	**NO**		0	-0.36
	Nat. Amer.	0	0.0%	0.3%	**NO**		0	-0.12
	NHOPI	0	0.0%	0.1%	**NO**		0	-0.06
	Two or More	0	0.0%	2.0%	**NO**		0	-0.31

The Statistical Significance Test (i.e. standard deviation based on generalized binomial) was followed in declaring underutilization and establishing goals. When the standard deviation is 1.96 or higher, then a goal is established. Placement Goal # indicates the number needed to reach Availability . 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.

Chico State
Placement Goals Summary

Test: Standard Deviation

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Placement Goal (#)	Add'l Needed (#)	Test Result
	Females	1	100.0%	64.4%	NO	0	0	0.74
	Minority	1	100.0%	38.4%	NO	0	0	1.26
	Afr. Amer.	0	0.0%	1.8%	NO	1	0	-0.13
B1 - Administration	Hispanic	1	100.0%	9.4%	NO		0	3.10
Total Employees: 1	Asian	0	0.0%	10.3%	NO		0	-0.33
	Nat. Amer.	0	0.0%	0.0%	NO		0	-0.01
	NHOPI	0	0.0%	0.1%	NO		0	-0.02
	Two or More	0	0.0%	16.8%	NO		0	-0.44
	Females	0	0.0%	1.3%	NO	1	0	-0.50
	Minority	0	0.0%	32.0%	**YES**	7	2	-3.06
	Afr. Amer.	0	0.0%	1.2%	NO	1	0	-0.48
B2 - Trades and Crafts	Hispanic	0	0.0%	24.5%	**YES**		1	-2.54
Total Employees: 20	Asian	0	0.0%	2.5%	NO		0	-0.71
	Nat. Amer.	0	0.0%	1.3%	NO		0	-0.51
	NHOPI	0	0.0%	0.3%	NO		0	-0.26
	Two or More	0	0.0%	2.1%	NO		0	-0.66

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Chico State
Placement Goals Summary

Test: Standard Deviation

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Placement Goal (#)	Add'l Needed (#)	Test Result
	Females	0	0.0%	11.9%	NO	3	0	-1.56
	Minority	3	16.7%	42.6%	YES	5	1	-2.22
	Afr. Amer.	0	0.0%	1.8%	NO	1	0	-0.57
B4 - Grounds Maintenance and General Labor	Hispanic	3	16.7%	33.4%	NO		0	-1.50
Total Employees: 18	Asian	0	0.0%	3.0%	NO		0	-0.73
	Nat. Amer.	0	0.0%	0.8%	NO		0	-0.38
	NHOPI	0	0.0%	0.1%	NO		0	-0.13
	Two or More	0	0.0%	3.5%	NO		0	-0.81
	Females	0	0.0%	5.9%	NO	2	0	-1.19
	Minority	4	17.4%	30.0%	NO	3	0	-1.31
	Afr. Amer.	0	0.0%	4.2%	NO	1	0	-1.00
B5 - Building Operations	Hispanic	4	17.4%	19.3%	NO		0	-0.22
Total Employees: 23	Asian	0	0.0%	4.0%	NO		0	-0.97
	Nat. Amer.	0	0.0%	0.6%	NO		0	-0.37
	NHOPI	0	0.0%	0.3%	NO		0	-0.26
	Two or More	0	0.0%	1.6%	NO		0	-0.61

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Test: Standard Deviation

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Placement Goal (#)	Add'l Needed (#)	Test Result
	Females	0	0.0%	3.9%	NO	1	0	-0.49
	Minority	1	16.7%	28.4%	NO	1	0	-0.63
	Afr. Amer.	0	0.0%	1.5%	NO	1	0	-0.29
B6 - Mechanical Equipment Operation and Maintenance	Hispanic	1	16.7%	19.7%	NO		0	-0.18
Total Employees: 6	Asian	0	0.0%	3.2%	NO		0	-0.44
	Nat. Amer.	0	0.0%	0.2%	NO		0	-0.11
	NHOPI	0	0.0%	0.1%	NO		0	-0.09
	Two or More	0	0.0%	3.8%	NO		0	-0.48
	Females	90	90.0%	93.3%	NO	4	0	-1.31
	Minority	27	27.0%	25.9%	NO	0	0	0.25
	Afr. Amer.	0	0.0%	1.7%	NO	2	0	-1.29
C1 - Secretarial	Hispanic	15	15.0%	15.3%	NO		0	-0.07
Total Employees: 100	Asian	8	8.0%	4.2%	NO		0	1.87
	Nat. Amer.	2	2.0%	0.3%	NO		0	2.84
	NHOPI	0	0.0%	0.5%	NO		0	-0.67
	Two or More	2	2.0%	3.9%	NO		0	-0.98

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Chico State
Placement Goals Summary

Test: Standard Deviation

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Placement Goal (#)	Add'l Needed (#)	Test Result
C3 - General Clerical *Total Employees:* **20**	Females	18	90.0%	93.9%	**NO**	1	0	-0.74
	Minority	8	40.0%	24.2%	**NO**	0	0	1.65
	Afr. Amer.	1	5.0%	1.3%	**NO**	1	0	1.44
	Hispanic	5	25.0%	14.2%	**NO**		0	1.38
	Asian	2	10.0%	3.6%	**NO**		0	1.55
	Nat. Amer.	0	0.0%	0.3%	**NO**		0	-0.24
	NHOPI	0	0.0%	0.5%	**NO**		0	-0.31
	Two or More	0	0.0%	4.3%	**NO**		0	-0.94
C4 - Fiscal Clerical *Total Employees:* **3**	Females	3	100.0%	85.2%	**NO**	0	0	0.72
	Minority	2	66.7%	44.2%	**NO**	0	0	0.78
	Afr. Amer.	0	0.0%	1.4%	**NO**	1	0	-0.20
	Hispanic	2	66.7%	29.0%	**NO**		0	1.43
	Asian	0	0.0%	9.4%	**NO**		0	-0.55
	Nat. Amer.	0	0.0%	0.9%	**NO**		0	-0.16
	NHOPI	0	0.0%	0.3%	**NO**		0	-0.09
	Two or More	0	0.0%	3.2%	**NO**		0	-0.31

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Chico State
Placement Goals Summary

Test: Standard Deviation

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Placement Goal (#)	Add'l Needed (#)	Test Result
	Females	1	33.3%	76.2%	NO	2	0	-1.74
	Minority	0	0.0%	36.1%	NO	2	0	-1.30
	Afr. Amer.	0	0.0%	2.5%	NO	1	0	-0.27
D3 - Graphics and Reproduction Services	Hispanic	0	0.0%	21.5%	NO		0	-0.90
Total Employees: 3	Asian	0	0.0%	7.7%	NO		0	-0.50
	Nat. Amer.	0	0.0%	0.4%	NO		0	-0.10
	NHOPI	0	0.0%	0.6%	NO		0	-0.12
	Two or More	0	0.0%	3.5%	NO		0	-0.32
	Females	26	33.8%	49.6%	**YES**	13	4	-2.78
	Minority	43	55.8%	50.0%	NO	0	0	1.02
	Afr. Amer.	8	10.4%	3.5%	NO	3	0	3.24
E1 - Custodial Services	Hispanic	19	24.7%	35.6%	**YES**		1	-2.00
Total Employees: 77	Asian	13	16.9%	4.2%	NO		0	5.55
	Nat. Amer.	2	2.6%	2.1%	NO		0	0.32
	NHOPI	0	0.0%	0.1%	NO		0	-0.29
	Two or More	1	1.3%	4.5%	NO		0	-1.34

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Chico State
Placement Goals Summary

Test: Standard Deviation

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Placement Goal (#)	Add'l Needed (#)	Test Result
E2 - Protective Services ***Total Employees:* 15**	Females	5	33.3%	13.0%	**NO**	0	0	2.33
	Minority	3	20.0%	34.2%	**NO**	3	0	-1.15
	Afr. Amer.	1	6.7%	3.2%	**NO**	1	0	0.74
	Hispanic	1	6.7%	26.7%	**NO**		0	-1.75
	Asian	0	0.0%	2.0%	**NO**		0	-0.55
	Nat. Amer.	0	0.0%	0.4%	**NO**		0	-0.25
	NHOPI	1	6.7%	0.2%	**NO**		0	5.00
	Two or More	0	0.0%	1.5%	**NO**		0	-0.47
E3 - Other ***Total Employees:* 5**	Females	4	80.0%	53.0%	**NO**	0	0	1.21
	Minority	2	40.0%	35.0%	**NO**	0	0	0.23
	Afr. Amer.	0	0.0%	2.7%	**NO**	1	0	-0.37
	Hispanic	2	40.0%	24.1%	**NO**		0	0.83
	Asian	0	0.0%	3.6%	**NO**		0	-0.43
	Nat. Amer.	0	0.0%	3.3%	**NO**		0	-0.41
	NHOPI	0	0.0%	0.2%	**NO**		0	-0.10
	Two or More	0	0.0%	1.2%	**NO**		0	-0.24

The Statistical Significance Test (i.e. standard deviation based on generalized binomial) was followed in declaring underutilization and establishing goals. When the standard deviation is 1.96 or higher, then a goal is established. Placement Goal # indicates the number needed to reach Availability. 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.

Chico State
Placement Goals Summary

Test: Standard Deviation

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Placement Goal (#)	Add'l Needed (#)	Test Result
	Females	0	0.0%	41.4%	**YES**	5	1	-2.78
	Minority	3	27.3%	28.8%	NO	1	0	-0.11
	Afr. Amer.	0	0.0%	1.3%	NO	0	0	-0.37
F2 - Systems Analysis	Hispanic	1	9.1%	10.3%	NO		0	-0.13
Total Employees: 11	Asian	1	9.1%	14.3%	NO		0	-0.49
	Nat. Amer.	0	0.0%	0.7%	NO		0	-0.27
	NHOPI	0	0.0%	0.3%	NO		0	-0.16
	Two or More	1	9.1%	2.0%	NO		0	1.70
	Females	17	22.7%	22.6%	NO	0	0	0.00
	Minority	18	24.0%	37.8%	**YES**	11	2	-2.47
	Afr. Amer.	1	1.3%	2.7%	NO	0	0	-0.73
F3 - Programming	Hispanic	8	10.7%	12.0%	NO		0	-0.35
Total Employees: 75	Asian	5	6.7%	18.0%	**YES**		2	-2.54
	Nat. Amer.	1	1.3%	0.4%	NO		0	1.43
	NHOPI	1	1.3%	2.2%	NO		0	-0.50
	Two or More	2	2.7%	2.6%	NO		0	0.03

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Chico State
Placement Goals Summary

Test: Standard Deviation

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Placement Goal (#)	Add'l Needed (#)	Test Result
	Females	0	0.0%	3.7%	**NO**	1	0	-0.34
	Minority	1	33.3%	31.2%	**NO**	0	0	0.07
	Afr. Amer.	0	0.0%	2.4%	**NO**	1	0	-0.27
F4 - Computer and Related Equipment Operations	Hispanic	1	33.3%	20.4%	**NO**		0	0.55
Total Employees: 3	Asian	0	0.0%	5.2%	**NO**		0	-0.40
	Nat. Amer.	0	0.0%	0.7%	**NO**		0	-0.14
	NHOPI	0	0.0%	0.4%	**NO**		0	-0.10
	Two or More	0	0.0%	2.1%	**NO**		0	-0.25
	Females	63	86.3%	65.5%	**NO**	0	0	3.74
	Minority	19	26.0%	39.8%	**YES**	11	2	-2.39
	Afr. Amer.	0	0.0%	2.3%	**NO**	9	0	-1.32
H1 - Administrative and Program Management Support	Hispanic	14	19.2%	12.1%	**NO**		0	1.85
Total Employees: 73	Asian	4	5.5%	11.6%	**NO**		0	-1.63
	Nat. Amer.	0	0.0%	0.2%	**NO**		0	-0.42
	NHOPI	0	0.0%	0.1%	**NO**		0	-0.25
	Two or More	1	1.4%	13.4%	**YES**		3	-3.01

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Test: Standard Deviation

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Placement Goal (#)	Add'l Needed (#)	Test Result
	Females	0	0.0%	33.6%	NO	2	0	-1.42
	Minority	0	0.0%	46.8%	NO	2	0	-1.87
	Afr. Amer.	0	0.0%	0.8%	NO	1	0	-0.18
H2 - Special Programs and Studies	Hispanic	0	0.0%	37.1%	NO		0	-1.53
Total Employees: 4	Asian	0	0.0%	7.6%	NO		0	-0.57
	Nat. Amer.	0	0.0%	0.2%	NO		0	-0.08
	NHOPI	0	0.0%	0.2%	NO		0	-0.08
	Two or More	0	0.0%	1.0%	NO		0	-0.20
	Females	14	73.7%	73.2%	NO	0	0	0.05
	Minority	5	26.3%	38.6%	NO	3	0	-1.09
	Afr. Amer.	0	0.0%	6.5%	NO	0	0	-1.14
H3 - Accounting	Hispanic	2	10.5%	22.4%	NO		0	-1.24
Total Employees: 19	Asian	1	5.3%	6.0%	NO		0	-0.12
	Nat. Amer.	1	5.3%	0.5%	NO		0	3.05
	NHOPI	0	0.0%	0.1%	NO		0	-0.14
	Two or More	1	5.3%	3.1%	NO		0	0.53

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Chico State
Placement Goals Summary

Test: Standard Deviation

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Placement Goal (#)	Add'l Needed (#)	Test Result
H4 - Financial ***Total Employees:*** **2**	Females	2	100.0%	89.9%	**NO**	0	0	0.47
	Minority	0	0.0%	14.7%	**NO**	1	0	-0.58
	Afr. Amer.	0	0.0%	1.9%	**NO**	1	0	-0.19
	Hispanic	0	0.0%	4.8%	**NO**		0	-0.31
	Asian	0	0.0%	7.1%	**NO**		0	-0.38
	Nat. Amer.	0	0.0%	0.0%	**NO**		0	0.00
	NHOPI	0	0.0%	0.2%	**NO**		0	-0.06
	Two or More	0	0.0%	0.8%	**NO**		0	-0.12
H6 - Public Information ***Total Employees:*** **15**	Females	11	73.3%	52.4%	**NO**	0	0	1.62
	Minority	6	40.0%	44.8%	**NO**	1	0	-0.37
	Afr. Amer.	0	0.0%	1.5%	**NO**	0	0	-0.47
	Hispanic	2	13.3%	37.0%	**NO**		0	-1.90
	Asian	1	6.7%	4.8%	**NO**		0	0.34
	Nat. Amer.	1	6.7%	0.2%	**NO**		0	5.56
	NHOPI	0	0.0%	0.0%	**NO**		0	-0.04
	Two or More	2	13.3%	1.3%	**NO**		0	4.11

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Chico State
Placement Goals Summary

Test: Standard Deviation

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Placement Goal (#)	Add'l Needed (#)	Test Result
	Females	5	100.0%	80.6%	NO	0	0	1.09
	Minority	0	0.0%	24.3%	NO	2	0	-1.26
	Afr. Amer.	0	0.0%	2.0%	NO	1	0	-0.32
H7 - Procurement	Hispanic	0	0.0%	12.2%	NO		0	-0.83
Total Employees: 5	Asian	0	0.0%	6.1%	NO		0	-0.56
	Nat. Amer.	0	0.0%	0.1%	NO		0	-0.05
	NHOPI	0	0.0%	0.1%	NO		0	-0.06
	Two or More	0	0.0%	3.8%	NO		0	-0.44
	Females	1	14.3%	52.0%	**YES**	3	1	-1.99
	Minority	3	42.9%	41.0%	NO	0	0	0.09
	Afr. Amer.	0	0.0%	3.9%	NO	1	0	-0.53
H8 - Storekeeping	Hispanic	2	28.6%	25.6%	NO		0	0.18
Total Employees: 7	Asian	1	14.3%	5.8%	NO		0	0.95
	Nat. Amer.	0	0.0%	2.5%	NO		0	-0.42
	NHOPI	0	0.0%	0.3%	NO		0	-0.13
	Two or More	0	0.0%	2.9%	NO		0	-0.45

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Chico State
Placement Goals Summary

Test: Standard Deviation

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Placement Goal (#)	Add'l Needed (#)	Test Result
	Females	7	77.8%	77.5%	**NO**	0	0	0.02
	Minority	2	22.2%	45.0%	**NO**	3	0	-1.37
	Afr. Amer.	0	0.0%	6.3%	**NO**	1	0	-0.77
I1 - Medical Services	Hispanic	0	0.0%	19.5%	**NO**		0	-1.47
Total Employees: 9	Asian	2	22.2%	15.9%	**NO**		0	0.51
	Nat. Amer.	0	0.0%	0.3%	**NO**		0	-0.17
	NHOPI	0	0.0%	0.3%	**NO**		0	-0.15
	Two or More	0	0.0%	2.7%	**NO**		0	-0.50
	Females	10	100.0%	91.5%	**NO**	0	0	0.96
	Minority	7	70.0%	30.4%	**NO**	0	0	2.71
	Afr. Amer.	0	0.0%	2.3%	**NO**	0	0	-0.48
I2 - Para-Medical Services	Hispanic	5	50.0%	17.7%	**NO**		0	2.67
Total Employees: 10	Asian	1	10.0%	5.9%	**NO**		0	0.54
	Nat. Amer.	0	0.0%	0.3%	**NO**		0	-0.18
	NHOPI	0	0.0%	0.4%	**NO**		0	-0.20
	Two or More	1	10.0%	3.7%	**NO**		0	1.04

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Chico State
Placement Goals Summary

Test: Standard Deviation

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Placement Goal (#)	Add'l Needed (#)	Test Result
	Females	16	39.0%	53.1%	NO	6	0	-1.81
	Minority	5	12.2%	24.0%	NO	5	0	-1.77
	Afr. Amer.	0	0.0%	5.4%	NO	1	0	-1.52
J1 - Instructional Administration	Hispanic	2	4.9%	6.3%	NO		0	-0.37
Total Employees: 41	Asian	3	7.3%	8.5%	NO		0	-0.26
	Nat. Amer.	0	0.0%	2.2%	NO		0	-0.96
	NHOPI	0	0.0%	0.0%	NO		0	-0.08
	Two or More	0	0.0%	1.6%	NO		0	-0.82
	Females	418	56.0%	48.9%	NO	0	0	3.83
	Minority	162	21.7%	35.6%	**YES**	104	78	-7.92
	Afr. Amer.	17	2.3%	4.9%	**YES**	2	8	-3.32
J2 - Instructional	Hispanic	48	6.4%	10.1%	**YES**		11	-3.31
Total Employees: 747	Asian	71	9.5%	17.6%	**YES**		40	-5.81
	Nat. Amer.	7	0.9%	0.2%	NO		0	4.92
	NHOPI	0	0.0%	0.1%	NO		0	-0.63
	Two or More	19	2.5%	2.8%	NO		0	-0.34

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Chico State
Placement Goals Summary

Test: Standard Deviation

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Placement Goal (#)	Add'l Needed (#)	Test Result
	Females	3	37.5%	72.8%	**YES**	3	1	-2.24
	Minority	1	12.5%	35.6%	**NO**	2	0	-1.36
	Afr. Amer.	0	0.0%	4.6%	**NO**	1	0	-0.61
M1 - Professional Services	Hispanic	1	12.5%	16.7%	**NO**		0	-0.31
Total Employees: 8	Asian	0	0.0%	9.4%	**NO**		0	-0.90
	Nat. Amer.	0	0.0%	0.6%	**NO**		0	-0.21
	NHOPI	0	0.0%	0.0%	**NO**		0	-0.05
	Two or More	0	0.0%	4.3%	**NO**		0	-0.59
	Females	6	50.0%	76.3%	**YES**	4	1	-2.14
	Minority	1	8.3%	15.1%	**NO**	1	0	-0.65
	Afr. Amer.	0	0.0%	0.9%	**NO**	1	0	-0.32
M2 - Support	Hispanic	1	8.3%	8.4%	**NO**		0	0.00
Total Employees: 12	Asian	0	0.0%	4.4%	**NO**		0	-0.74
	Nat. Amer.	0	0.0%	0.2%	**NO**		0	-0.13
	NHOPI	0	0.0%	0.0%	**NO**		0	-0.02
	Two or More	0	0.0%	1.2%	**NO**		0	-0.38

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Chico State
Placement Goals Summary

Snapshot Date: 11/01/2023

Plan Date: 11/01/2023

Test: Standard Deviation

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Placement Goal (#)	Add'l Needed (#)	Test Result
	Females	0	0.0%	22.6%	NO	1	0	-0.54
	Minority	1	100.0%	33.1%	NO	0	0	1.42
	Afr. Amer.	0	0.0%	1.3%	NO	1	0	-0.11
N3 - Drafting	Hispanic	1	100.0%	10.1%	NO		0	2.98
Total Employees: 1	Asian	0	0.0%	16.1%	NO		0	-0.43
	Nat. Amer.	0	0.0%	0.1%	NO		0	-0.02
	NHOPI	0	0.0%	1.0%	NO		0	-0.10
	Two or More	0	0.0%	4.5%	NO		0	-0.21
	Females	100	74.1%	73.5%	NO	0	0	0.13
	Minority	61	45.2%	53.1%	NO	11	0	-1.83
	Afr. Amer.	7	5.2%	11.5%	**YES**	0	1	-2.29
O1 - Student Services	Hispanic	38	28.1%	28.8%	NO		0	-0.17
Total Employees: 135	Asian	8	5.9%	8.9%	NO		0	-1.20
	Nat. Amer.	0	0.0%	0.6%	NO		0	-0.91
	NHOPI	0	0.0%	0.3%	NO		0	-0.61
	Two or More	8	5.9%	3.0%	NO		0	2.00

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Chico State
Placement Goals Summary

Test: Standard Deviation

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Placement Goal (#)	Add'l Needed (#)	Test Result
	Females	9	30.0%	49.6%	**YES**	6	1	-2.15
	Minority	8	26.7%	36.6%	**NO**	3	0	-1.12
	Afr. Amer.	0	0.0%	3.3%	**NO**	3	0	-1.00
O2 - Athletics	Hispanic	5	16.7%	16.7%	**NO**		0	0.00
Total Employees: 30	Asian	0	0.0%	6.1%	**NO**		0	-1.39
	Nat. Amer.	1	3.3%	0.2%	**NO**		0	4.14
	NHOPI	1	3.3%	0.3%	**NO**		0	2.95
	Two or More	1	3.3%	10.0%	**NO**		0	-1.21
	Females	18	38.3%	55.9%	**YES**	9	2	-2.42
	Minority	8	17.0%	28.1%	**NO**	6	0	-1.69
	Afr. Amer.	0	0.0%	2.4%	**NO**	1	0	-1.07
P1 - Technical Support Services	Hispanic	3	6.4%	16.2%	**NO**		0	-1.82
Total Employees: 47	Asian	3	6.4%	5.6%	**NO**		0	0.22
	Nat. Amer.	1	2.1%	0.7%	**NO**		0	1.13
	NHOPI	0	0.0%	0.1%	**NO**		0	-0.24
	Two or More	1	2.1%	3.1%	**NO**		0	-0.37

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Placement Goals Summary

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Q1 - Miscellaneous ***Total Employees:*** **46**	Females	32	69.6%	58.0%	**NO**	0	0	1.58
	Minority	23	50.0%	44.4%	**NO**	0	0	0.76
	Afr. Amer.	1	2.2%	1.4%	**NO**	0	0	0.42
	Hispanic	12	26.1%	30.6%	**NO**		0	-0.66
	Asian	4	8.7%	5.3%	**NO**		0	1.02
	Nat. Amer.	0	0.0%	0.5%	**NO**		0	-0.47
	NHOPI	0	0.0%	0.0%	**NO**		0	-0.02
	Two or More	6	13.0%	6.6%	**NO**		0	1.77
R1 - Administrator ***Total Employees:*** **163**	Females	96	58.9%	68.0%	**YES**	15	3	-2.47
	Minority	39	23.9%	28.9%	**NO**	9	0	-1.40
	Afr. Amer.	8	4.9%	4.6%	**NO**	3	0	0.16
	Hispanic	18	11.0%	14.2%	**NO**		0	-1.15
	Asian	5	3.1%	5.2%	**NO**		0	-1.20
	Nat. Amer.	3	1.8%	0.9%	**NO**		0	1.29
	NHOPI	1	0.6%	0.3%	**NO**		0	0.92
	Two or More	4	2.5%	3.8%	**NO**		0	-0.89

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