

**EXECUTIVE ORDER 11246 AFFIRMATIVE ACTION PLAN (AAP)**

**for**

**CALIFORNIA STATE UNIVERSITY, EAST BAY  
25800 Carlos Bee Boulevard  
Hayward, CA, 94542  
510-885-3000**

**CSUEB AA and Diversity Plan**

**November 1, 2022 – October 31, 2023**

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**PART I: AAP FOR MINORITIES AND WOMEN**

**PART II: AAP FOR PROTECTED VETERANS  
AND INDIVIDUALS WITH DISABILITIES**

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This AAP contains confidential information which is subject to the provisions of 18 U.S.C. 1905. Chrysler Corp. v. Brown, 441 U.S. 281, 19 FEP 475 (1979).

Copies of this AAP and all related appendices, documents, and support data are made available on loan to the U.S. Government upon the request of said Government on the condition that the Government hold them totally confidential and not release copies to any persons. This AAP and all its supporting documents contain much confidential information which may reveal, directly or indirectly, California State University, East Bay's plans for business or geographical expansion or contraction. California State University, East Bay considers this AAP to be exempt from disclosure, reproduction, and distribution under the Freedom of Information Act upon the grounds, among others, that such material constitutes (1) personnel files, the disclosure of which would constitute a clearly unwarranted invasion of personal privacy, which are exempt from disclosure under 5 U.S.C. 552(b)(6); (2) confidential, commercial, or financial information, which is exempt from disclosure under 5 U.S.C. 552(b)(4); (3) investigatory records compiled for law enforcement purposes, the production of which would constitute an unwarranted invasion of personal privacy, which are exempt from disclosure under 5 U.S.C. 552(b)(7)(C); and (4) matters specifically exempted from disclosure by statute, which are exempt from disclosure under 5 U.S.C. 552(b)(3). Notice is hereby given of a request pursuant to Title 41 Code of Federal Regulations, Part 60-40.3 that portions of this AAP be kept confidential.

California State University, East Bay wishes to make it clear that it does not consent to the release of any information 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 California State University, East Bay of any and all Freedom of Information Act requests received by the Government or any other contemplated release of this AAP by the Government which relates to information obtained by the Government from the Company. 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. Retention or disclosure of information relating to identifiable individuals may also violate the Privacy Act of 1974.

# CALIFORNIA STATE UNIVERSITY, EAST BAY AAP

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**CALIFORNIA STATE UNIVERSITY, EAST BAY**

**PART I: AFFIRMATIVE ACTION PLAN FOR MINORITIES AND WOMEN**

**FOR**

**November 1, 2022 - October 31, 2023**

## **PART I**

### **AAP FOR MINORITIES AND WOMEN**

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## **PART I: AAP FOR MINORITIES AND WOMEN**

### **CHAPTER 1: DESIGNATION OF RESPONSIBILITY**

#### **41 C.F.R. § 60-2.17(a)**

As part of its efforts to ensure equal employment opportunity to all individuals, California State University, East Bay has designated the following personnel for designing and ensuring the effective implementation of the company's Affirmative Action Programs.

#### Vice President, Administration and Finance/CFO

The primary responsibility and accountability for implementing the AAP rests with the Vice President, Administration and Finance/CFO. This person is responsible for adherence to California State University, East Bay'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 California State University, East Bay'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 California State University, East Bay's AAP.

#### AVPRM

The AVPRM is responsible for overall supervision of the AAP. The AVPRM ensures, through the AVPHR, Diversity Officer and department managers and supervisors that all relevant policies and procedures are adhered to. The AVPRM's responsibilities include, but are not limited to, the following:

1. Ensure that California State University, East Bay 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 California State University, East Bay'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. Responsible for the design and effective implementation of the AAP at all establishments.

### AVPHR

The AVPHR is responsible for the overall human resource activities of the AAP and the data management for the AAP. The AVPHR's responsibilities include but are not limited to the following:

1. Review the qualifications of all employees to ensure equitable opportunity, based on job-related employment practices, is given to all for transfers and promotions.
2. 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.
3. Ensure that all new employees receive a special orientation to California State University, East Bay's equal employment opportunity policy and are thoroughly informed with regard to the AAP and its objectives.
4. Periodically analyze applicant flow to determine the mix of persons applying for employment by race/ethnic origin and gender.
5. Ensure that recruitment advertising is placed in minority and female-oriented publications, as applicable.
6. 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.
7. Provide direction to California State University, East Bay's employees, as necessary, to carry out all actions required to meet the University's equal employment opportunity and affirmative action commitments.
8. Review, report on, and update California State University, East Bay's AAP at least on an annual basis in accordance with stated policy.

### Diversity Officer

The Diversity Officer is responsible for the programs of the University to facilitate the AAP. The Diversity Officer's duties include but are not limited to the following:

1. 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.
2. Advise management in the modification and development of California State University, East Bay's policies to ensure the enhancement of equal employment opportunity for all employees and potential employees within existing equal employment opportunity guidelines.
3. Conduct periodic audits to ensure all required posters and those advertising California State University, East Bay's equal employment opportunity policies and AAP are displayed and that California State University, East Bay's equal employment opportunity and AAP policies are being thoroughly communicated.
4. 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.

### Managers and Supervisors

In their direct day-to-day contact with California State University, East Bay's employees, managers and supervisors have assumed certain responsibilities to help the Company 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 California State University, East Bay's equal employment opportunity and affirmative action policy.
  - a. Support and assist the Associate Vice President, Human Resources and Payroll Services 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 California State University, East Bay'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 2: IDENTIFICATION OF PROBLEM AREAS**

### **41 C.F.R. § 60-2.17(b)**

California State University, East Bay performs in-depth analyses of its total employment process to determine whether and where impediments to equal employment opportunity might exist. At a minimum, California State University, East Bay evaluates:

1. The workforce by organizational unit and AAP job group to determine whether there are problems of minority or female utilization (*i.e.*, employment in the unit or AAP group), or of minority or female distribution (*i.e.*, placement in the different jobs within the unit or AAP job group);
2. Personnel activity (applicant flow, hires, terminations, promotions, and other personnel actions) to determine whether there are selection disparities;
3. Compensation systems to determine whether there is gender-, race-, or ethnicity-based disparities;
4. Selection, recruitment, referral, and other personnel procedures to determine whether they result in disparities in the employment or advancement of minorities or women; and
5. Any other areas that might impact the success of the affirmative action program.

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 3 of this AAP.

### **CHAPTER 3: ACTION-ORIENTED PROGRAMS**

#### **41 C.F.R. § 60-2.17(c)**

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

#### **Action-Oriented Program (AOPs):**

The action-oriented programs designed to address the underutilization of women and minorities, 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, Human Resources and Payroll Services, with the help of the managers, will be responsible in ensuring that the following are implemented.

#### **Recruitment:**

1. California State University, East Bay will continue to place advertisements on job opportunities through local job service offices. The local job service office will be notified concurrent with the placement of any job announcements through other media (e.g., newspapers, using other on-line job posting services such as Indeed.com, Monster.com, LinkedIn, etc.)
2. Due to the extensive technical education and experience required for some positions, California State University, East Bay will also continue to place job opportunity announcements in the company website, and in national newspaper when appropriate.
3. Job advertisements will always carry an appropriate EEO tagline.
4. Minority and female applicants will be considered for all positions for which they are qualified.
5. California State University, East Bay will participate in job fairs if there are enough opening to warrant participation.
6. California State University, East Bay will consider targeting universities based in part on the high-level of diversity of its student body.

#### **Job Specifications/Selection Process:**

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

2. Develop job or worker specifications that contain academic, experience, and skill requirements that do not constitute inadvertent discrimination. Develop specifications that are free from bias with regard to age, race, color, gender, religion, national origin, sexual orientation, gender identity, disability, or veteran status.
3. Make available approved position specifications and worker specifications to all members of management involved in the recruiting, screening, selection, and promotion process. Copies may also be made available to recruiting sources.
4. California State University, East Bay will continue to use only worker specifications that include job-related criteria.
5. California State University, East Bay 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.

**Job Advancement:**

1. Minority and female employees can be made available for participation in Career Days and related activities in the community, as desired.
2. California State University, East Bay will continue to post or announce job opportunities.
3. California State University, East Bay will continue to make use of the inventory of our current employee skills, when completed, to determine academic, skill, and experience level of individual employees.
4. Establish, whenever feasible, formal career counseling programs to include attitude development, education, aid, job rotation, buddy system, and similar program.
5. Require supervisory personnel to submit justification when qualified minority or female employees are passed over for upgrading.
6. Review seniority practices to ensure such practices are non-discriminatory and do not have discriminatory effect.
7. Encourage all employees to participate in facilities and company-sponsored social and recreational activities.
8. California State University, East Bay will continue to use our formal employee evaluation program. The performance Appraisal is used for annual reviews for all employees.

9. Employees can participate in the Leadership and Employee Enrichment Program (LEEP) courses to enhance their career development.
10. Tuition refund is offered to all salaried employees with at least ninety days of service who are interested in pursuing an undergraduate degree or an advance degree, with certain limitations.

**CHAPTER 4: INTERNAL AUDIT AND REPORTING**  
**41 C.F.R. § 60-2.17(d)**

The California State University, East Bay's auditing and reporting system periodically measures the effectiveness of its total affirmative action program. The Associate Vice President, Human Resources and Payroll Services:

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 appropriate levels of management; and
4. Advises top management of program effectiveness and submit recommendations for improvement.

**CALIFORNIA STATE UNIVERSITY, EAST BAY**

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

**FOR**

**November 1, 2022 - October 31, 2023**

## **PART II**

### **AAP FOR PROTECTED VETERANS AND INDIVIDUALS WITH DISABILITIES**

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

It is the policy of California State University, East Bay 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. California State University, East Bay 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, California State University, East Bay 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 based on an individual's capacity to perform a particular job and the feasibility of any necessary job accommodation. California State University, East Bay will make every effort to provide reasonable accommodations to any physical and mental limitations of individuals with disabilities and to disabled veterans.

1. 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:
2. Filing a complaint;
3. 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;
4. 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

5. 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. California State University, East Bay's EEO policy and affirmative action obligations include the full support from President, Cathy Sandeen, Ph.D., MBA.

Associate Vice President, Human Resources and Payroll Services has been delegated as the person in charge of overseeing the annual preparation and implementation of the Affirmative Action Program. California State University, East Bay 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 California State University, East Bay 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 California State University, East Bay'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 California State University, East Bay's legal duty to furnish the information.

It is also California State University, East Bay's policy not to discriminate because of a person's relationship or association with a protected veteran. This includes spouses and other family members. Also, California State University, East Bay will safeguard the fair and equitable treatment of protected veteran spouses and family members regarding all employment actions and prohibit harassment of applicants and employees because of their relationship or association with a protected veteran.

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.

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(Signature)

Cathy Sandeen, Ph.D., MBA  
President  
11/1/2022

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

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

1. California State University, East Bay 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. To determine whether an individual is qualified for a particular job, a close examination of the content of the job is made, as well as a review of the job qualifications of known protected veterans and individuals with disabilities, both applicants and employees. In determining the qualifications of a protected veteran, consideration is given only to that portion of the military record, including discharge papers, relevant to the job qualifications for which the veteran is being considered.
2. The company ensures that its personnel processes do not stereotype individuals with disabilities or protected veterans in a manner which limits their access to jobs for which they are qualified.
3. The company ensures that applicants and employees with disabilities have equal access to its personnel processes, including those implemented through information and communication technologies.
4. The company provides reasonable accommodations, unless such accommodations will cause undue hardship to the company, to applicants and employees with disabilities to ensure that equal employment opportunity are extended in the operation of its personnel processes.
5. The company ensures that information and communications systems are accessible to all employees and applicants with disabilities even in the absence of a specific request for accommodation.

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

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

The Company's physical and mental job requirements are reviewed to determine whether they are job-related and consistent with business necessity and safe performance on the job.

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

## **CHAPTER D: REASONABLE ACCOMMODATION TO PHYSICAL AND MENTAL LIMITATIONS**

### **41 C.F.R §§ 60-300.44(d); 60-741.44(d)**

California State University, East Bay will make every effort to provide reasonable accommodations to physical and mental limitations of applicants and employees with disabilities or who are disabled veterans unless it can demonstrate that the accommodations would impose an undue hardship on the operation of business. Such reasonable accommodations are implemented in the company's electronic and/or online application systems. The company ensures that qualified applicants and employees with disabilities, who are unable to fully utilize the system, are provided equal opportunities to apply and be considered for all jobs. California State University, East Bay will confidentially review performance issues of employees with known disabilities to determine whether a reasonable accommodation is needed when: (a) the employee is having significant difficulty with job performance, and (b) it is reasonable to conclude that the problem is related to the known disability.

Employees may notify their direct supervisor or contact the HR department at any time to formally request an accommodation.

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

California State University, East Bay has developed and implemented a set of procedures to ensure that its employees with disabilities and protected veterans are not harassed due to protected characteristics. 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.

## **CHAPTER F: EXTERNAL DISSEMINATION OF POLICY, OUTREACH AND POSITIVE RECRUITMENT**

### **41 C.F.R. §§ 60-300.44(f); 60-741.44(f)**

Based upon California State University, East Bay'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, Human Resources and Payroll Services.

1. Undertake appropriate outreach and positive recruitment activities that are reasonably designed to effectively recruit protected veterans and individuals with disabilities.
2. List with the State Employment Development Department all suitable job openings.

The exemptions for posting jobs are when positions are,

- a. executive and top management positions,
- b. positions that will be filled from within the contractor's organization,
- c. and positions lasting three days or less.

3. Send written notification of the Company's affirmative action policy to all subcontractors, vendors, and suppliers requesting appropriate action on their part.
4. Annually review the outreach and recruitment efforts taken over the previous twelve months to evaluate their effectiveness in identifying and recruiting qualified protected veterans and individuals with disabilities. Identify and implement alternative efforts, if previous efforts are not effective.
5. Ensure that activities undertaken to comply with the obligations of this section are documented and such documents are retained for a period of three (3) years.
6. Conduct formal briefing sessions with representatives from recruiting sources. Include as part of the briefing sessions, facility tours, clear and concise explanations of current and future job openings, position descriptions, worker specifications, explanations of the University's selection process, and recruiting literature. Arrange for referral of applicants, follow up with sources, and feedback on disposition of applicants.
7. Participate in veterans "job fairs" and work study programs with Veterans' Administration rehabilitation facilities and schools which specialize in training or educating protected veterans.
8. California State University, East Bay will also grant leaves of absence to employees who participate in honor guards for the funeral of veterans.



## **CHAPTER G: INTERNAL DISSEMINATION OF POLICY**

### **41 C.F.R. §§ 60-300.44(g); 60-741.44(g)**

To gain positive support and understanding for the affirmative action program for protected veterans and individuals with disabilities California State University, East Bay will implement or continue to implement the following internal dissemination procedures, all of which are the responsibility of the Associate Vice President, Human Resources and Payroll Services. The following policies and procedures are designed to foster support and understanding from California State University, East Bay's executive staff, management, supervisors, and other employees to encourage all employees to take the necessary actions to aid California State University, East Bay in meeting its obligations.

1. Include the policy in the California State University, East Bay's policy manual and other in-house publications.
2. Schedule training sessions for all employees involved in recruiting, selection, promotion, and other related employment issues for protected veterans and individuals with disabilities.
3. Discuss the policy thoroughly in both employee orientation and management training programs.
4. If applicable, inform union officials of the contractor's policy, and request their cooperation.
5. Post the policy on Company bulletin boards, along with the Company's harassment policy which includes protection from harassment on the basis of disability.
6. 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)**

California State University, East Bay has developed and currently implements an audit and reporting system that addresses the following:

1. Measures the effectiveness of California State University, East Bay's overall affirmative action program and whether the company 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, Human Resources and Payroll Services.
3. Measures the degree to which California State University, East Bay'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.
5. Ensures that outreach activities are documented and that such documents are kept for at least a period of three (3) years.

## **CHAPTER I: RESPONSIBILITY FOR IMPLEMENTATION**

### **41 C.F.R. §§ 60-300.44(i); 60-741.44(i)**

As part of its efforts to ensure equal employment opportunity to protected veterans and individuals with disabilities, California State University, East Bay has designated Associate Vice President, Human Resources and Payroll Services with overall responsibility of preparing and implementing the organization's annual affirmative action programs in accordance with the OFCCP's regulations.

#### Vice President, Administration and Finance/CFO

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

1. Designating appropriate personnel with the responsibility for overseeing, administering, implementing, and monitoring the University's AAP. Ensuring that these personnel are identified in writing by name and job title.
2. Ensuring that designated personnel responsible for all AAP components are given the necessary authority and top management support and staffing to successfully implement their assigned responsibilities.
3. Imparting the personal direction that ensures total involvement and commitment to equal employment opportunity programs through California State University, East Bay's AAP.

#### AVPRM

The AVPRM is responsible for overall compliance of the AAP. The AVPRM ensures, through the AVPHR, Diversity Officer, department managers and supervisors, that all relevant policies and procedures are adhered to. Their 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 the University's compliance status.
2. Maintaining University-wide management support and cooperation for the University's AAP.
3. Collaborating with Senior Management on EEO and AAP issues.
4. Assisting management in arriving at solutions to EEO/AA problems.

5. Reviewing results of audit and reporting systems to assess the effectiveness of the University's AA programs and to direct corrective actions where necessary.
6. Responsible for the design and effective implementation of the AAP at 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. Reviewing the qualifications of all employees to ensure equitable opportunity, based on job-related employment practices, is given to all for transfers and promotions.
9. 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) the University's sponsored educational, training, recreational, and social activities to ensure that all employees are encouraged to participate in accordance with policies on non-discrimination. Determine whether known protected veterans and employees with disabilities have had the opportunity to participate in all Company-sponsored educational, training, recreation and social activities.
10. Serving as the liaison between California State University, East Bay and enforcement agencies.

#### AVPHR

The AVPHR is responsible for the overall human resource activities of the AAP and the data management for the AAP. The AVPHR's responsibilities include but are not limited to the following:

1. 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.
2. Ensuring the University's VETS-4212 form is filed annually with the Veterans' Employment and Training Service (VETS).
3. Providing direction to the University's employees, as necessary, to carry out all actions required to meet the University's equal employment opportunity and affirmative action commitments.
4. 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.

5. California State University, East Bay conducts periodic audits to ensure that all required posters and the equal employment opportunity policies and AAP are displayed properly. California State University, East Bay also conducts audits to ensure that the Invitation to Self-Identify (pre and post offer) for protected veterans and individuals with disabilities, the University's equal employment opportunity, and AAP policies are being utilized appropriately and thoroughly communicated.
6. Reviewing, reporting on, and updating the AAP annually in accordance with stated policy. Informing employees and applicants of significant changes.

#### Diversity Officer

The Diversity Officer is responsible for ensuring that the directives of the Vice President, Administration and Finance/CFO and AVPRM are implemented. The Diversity Officer's duties include, but are not limited to, the following:

1. 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.
2. Advising management in the modification and development of the University's policies to ensure the enhancement of equal employment opportunity for all employees and potential employees within existing equal employment opportunity guidelines.
3. Identifying problem areas and establishing procedures, goals and objectives to solve these problems.
4. Providing guidelines in the development, preparation, and implementation of career counseling programs for known protected veterans and employees with disabilities.
5. Developing policy statements, affirmative action programs, internal and external communication techniques.
6. Assisting line management in arriving at solutions to problems.
7. Serving as the liaison between California State University, East Bay 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.

8. Keeping management informed of the latest developments in the equal employment opportunity area.
9. Working closely with the AVPRM, AVPHR and department managers and supervisors in coordinating the effective implementation of all identified affirmative actions.
10. 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.
11. Responsible for ensuring overall the University's compliance with the AAP.

#### Managers and Supervisors

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

1. Aggressively adhering to the Company's equal employment opportunity policy.
2. Supporting and assisting the Associate Vice President, Human Resources and Payroll Services 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 the Company'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)**

California State University, East Bay trains all employees involved with the recruitment, selection, promotion, disciplinary actions, training, and related processes of individuals with disabilities or protected veterans to ensure commitment to the company's stated affirmative action goals.

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

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

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

California State University, East Bay has collected the required data and conducted studies to identify areas of opportunities in the employment of protected veterans and individuals with disabilities. California State University, East Bay 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.



**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 10010 - President

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1176-2	Cnfdntl Admin Support 12 Mo (Conf AS-12Mo B)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	1	1	0	0	0
3306	Administrator III	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		3	2	Male #	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	1	0	0	0
				Female%	66.7	0.0	0.0	33.3	33.3	0.0	0.0	0.0

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 10020 - Academic Affairs

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1170-2	Cnfdntl Office Support 12 Mo (Conf OS-12Mo B)	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
3300	Administrator IV	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		2	2	Male #	1	0	1	0	0	0	0	0
Grand Total %			100.0	Male %	50.0	0.0	50.0	0.0	0.0	0.0	0.0	0.0
				Female #	1	0	1	0	0	0	0	0
				Female%	50.0	0.0	50.0	0.0	0.0	0.0	0.0	0.0

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 10025 - Faculty Affairs

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1035-1	Admin Support Coord 12 Mo (ASC-12MO-CI)	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 (ASC-12MO-CII)	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 (Conf AS-12Mo B)	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 (AA/S-12Mo-EII)	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
3300	Administrator IV	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
Grand Total #		5	2	Male #	0	0	0	0	0	0	0	0
Grand Total %			40.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	5	3	0	1	1	0	0	0
				Female%	100.0	60.0	0.0	20.0	20.0	0.0	0.0	0.0

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 10030 - Administration & Finance

		Total		Total								
Job Code	Job Title	EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1176-1	Cnfdntl Admin Support 12 Mo (Conf AS-12Mo A)	1	1	Male	0	0	0	0	0	0	0	
				Female	1	0	1	0	0	0	0	
3312	Administrator II	1	1	Male	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	
3300	Administrator IV	1	1	Male	0	0	0	0	0	0	0	
				Female	1	0	1	0	0	0	0	
Grand Total #		3	3	Male #	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	
				Female #	3	0	2	1	0	0	0	
				Female%	100.0	0.0	66.7	33.3	0.0	0.0	0.0	

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 10040 - Student Affairs

		Total		Total								
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1035-2	Admin Support Coord 12 Mo (ASC-12MO-CII)	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1038-2	Admin Analyst/Spclst 12 Mo (AA/S-12Mo-EI)	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	1	0
3300	Administrator IV	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
Grand Total #		3	3	Male #	0	0	0	0	0	0	0	0
Grand Total %			100.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	3	0	0	2	0	0	1	0
				Female%	100.0	0.0	0.0	66.7	0.0	0.0	33.3	0.0

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 10050 - University Advancement

				Total		Total							
Job Code	Job Title	EMP	MIN	EMP		W	AA	H	A	NA	PI	2+	
3312	Administrator II	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
3300	Administrator IV	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		2	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	

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 10100 - CLASS

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
3079-1	Student Services Professional I (SSP I/A)	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
1038-1	Admin Analyst/Spclst 12 Mo (AA/S-12Mo-NE)	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
3082	Student Services Professional II SSP IIA	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	1	0	0	0	0	0
1035-2	Admin Support Coord 12 Mo (ASC-12MO-CII)	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3086-1	Student Services Professional IV (SSP IV/A)	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
3306	Administrator III	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
3300	Administrator IV	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
Grand Total #		9	6	Male #	1	0	0	0	1	0	0	0
Grand Total %			66.7	Male %	11.1	0.0	0.0	0.0	11.1	0.0	0.0	0.0
				Female #	8	3	2	1	2	0	0	0
				Female%	88.9	33.3	22.2	11.1	22.2	0.0	0.0	0.0

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 10150 - Anthropology

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1579	Instructional Support Asst III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358-3	Lecturer AY (Lecturer B,AY)	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 (Assoc Prof AY)	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2358-5	Lecturer AY (Lecturer D,AY)	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 (Prof AY)	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		5	2	Male #	3	1	0	1	1	0	0	0
Grand Total %			40.0	Male %	60.0	20.0	0.0	20.0	20.0	0.0	0.0	0.0
				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



**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 10200 - Art

Job Code	Job Title	Total			Total							
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1578-8	Instructional Support Asst II (I/S Asst IIC)	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 (ASC-12MO-CI)	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
1617-8	Instructional Support Tech II (I/S Tech IIE)	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2358-2	Lecturer AY (Lecturer A,AY)	3	0	Male	1	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
1617-6	Instructional Support Tech II (I/S Tech IIC)	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 (I/S Tech IIIC)	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2358-3	Lecturer AY (Lecturer B,AY)	16	5	Male	5	4	0	1	0	0	0	0
				Female	11	7	0	1	3	0	0	0
2358-4	Lecturer AY (Lecturer C,AY)	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 (Asst Prof AY)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	1	1	0	0	0
2360-4	Instr Fac AY (Assoc Prof AY)	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 (Prof AY)	3	0	Male	2	2	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2482-5	Dept Chair AY (Prof-AY)	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 10200 - Art

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
	Grand Total #	36	9	Male #	14	13	0	1	0	0	0	0
	Grand Total %		25.0	Male %	38.9	36.1	0.0	2.8	0.0	0.0	0.0	0.0
				Female #	22	14	0	3	5	0	0	0
				Female%	61.1	38.9	0.0	8.3	13.9	0.0	0.0	0.0

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 10300 - Speech Lang and Hearing Sci

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
2358-2	Lecturer AY (Lecturer A,AY)	5	0	Male	0	0	0	0	0	0	0	0
				Female	5	5	0	0	0	0	0	0
1035-1	Admin Support Coord 12 Mo (ASC-12MO-CI)	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358-3	Lecturer AY (Lecturer B,AY)	3	0	Male	0	0	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
2360-3	Instr Fac AY (Asst Prof AY)	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	0	0	0	0	0	1
2360-4	Instr Fac AY (Assoc Prof AY)	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
7976	Speech Pathologist	3	0	Male	0	0	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
2482-4	Dept Chair AY (Asoc Prof-AY)	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 (Prof AY)	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
Grand Total #		18	3	Male #	1	0	0	0	1	0	0	0
Grand Total %			16.7	Male %	5.6	0.0	0.0	0.0	5.6	0.0	0.0	0.0
				Female #	17	15	0	0	1	0	0	1
				Female%	94.4	83.3	0.0	0.0	5.6	0.0	0.0	5.6

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 10350 - Criminal Justice Admin

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1035-2	Admin Support Coord 12 Mo (ASC-12MO-CII)	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358-2	Lecturer AY (Lecturer A,AY)	4	0	Male	2	2	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2358-3	Lecturer AY (Lecturer B,AY)	4	2	Male	2	1	0	0	0	0	0	1
				Female	2	1	1	0	0	0	0	0
2360-3	Instr Fac AY (Asst Prof AY)	4	2	Male	3	1	0	1	1	0	0	0
				Female	1	1	0	0	0	0	0	0
2360-4	Instr Fac AY (Assoc Prof AY)	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2482-4	Dept Chair AY (Asoc Prof-AY)	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 (Prof AY)	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 #	8	5	0	1	1	0	0	1
Grand Total %			25.0	Male %	50.0	31.3	0.0	6.3	6.3	0.0	0.0	6.3
				Female #	8	7	1	0	0	0	0	0
				Female%	50.0	43.8	6.3	0.0	0.0	0.0	0.0	0.0

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 10400 - English

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2358-2	Lecturer AY (Lecturer A,AY)	7	2	Male	2	2	0	0	0	0	0	0	
				Female	5	3	0	1	0	0	1	0	
1035-2	Admin Support Coord 12 Mo (ASC-12MO-CII)	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
2358-3	Lecturer AY (Lecturer B,AY)	6	3	Male	1	1	0	0	0	0	0	0	
				Female	5	2	1	0	2	0	0	0	
2360-3	Instr Fac AY (Asst Prof AY)	5	3	Male	0	0	0	0	0	0	0	0	
				Female	5	2	0	2	0	0	0	1	
2358-4	Lecturer AY (Lecturer C,AY)	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 (Assoc Prof AY)	4	1	Male	2	1	1	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	
2358-5	Lecturer AY (Lecturer D,AY)	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 (Prof AY)	3	1	Male	1	0	0	0	1	0	0	0	
				Female	2	2	0	0	0	0	0	0	
2482-5	Dept Chair AY (Prof-AY)	1	1	Male	1	0	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		29	12	Male #	9	6	2	0	1	0	0	0	
Grand Total %			41.4	Male %	31.0	20.7	6.9	0.0	3.4	0.0	0.0	0.0	
				Female #	20	11	1	4	2	0	1	1	
				Female%	69.0	37.9	3.4	13.8	6.9	0.0	3.4	3.4	

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 10450 - Ethnic Studies

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1035-1	Admin Support Coord 12 Mo (ASC-12MO-CI)	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2358-2	Lecturer AY (Lecturer A,AY)	7	7	Male	2	0	0	1	1	0	0	0
				Female	5	0	0	3	2	0	0	0
2358-3	Lecturer AY (Lecturer B,AY)	5	4	Male	2	0	1	1	0	0	0	0
				Female	3	1	0	1	1	0	0	0
2360-3	Instr Fac AY (Asst Prof AY)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	1	0	1	0	0	0
2360-4	Instr Fac AY (Assoc Prof AY)	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 (Prof AY)	2	2	Male	2	0	0	1	1	0	0	0
				Female	0	0	0	0	0	0	0	0
2482-5	Dept Chair AY (Prof-AY)	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		19	17	Male #	8	1	1	3	3	0	0	0
Grand Total %			89.5	Male %	42.1	5.3	5.3	15.8	15.8	0.0	0.0	0.0
				Female #	11	1	1	5	4	0	0	0
				Female%	57.9	5.3	5.3	26.3	21.1	0.0	0.0	0.0

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 10500 - Modern Languages & Literatures

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1035-1	Admin Support Coord 12 Mo (ASC-12MO-CI)	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
2358-2	Lecturer AY (Lecturer A,AY)	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358-3	Lecturer AY (Lecturer B,AY)	4	2	Male	3	2	0	1	0	0	0	0
				Female	1	0	0	0	1	0	0	0
2358-4	Lecturer AY (Lecturer C,AY)	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 (Asst Prof AY)	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2360-4	Instr Fac AY (Assoc Prof AY)	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 (Prof AY)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2482-5	Dept Chair AY (Prof-AY)	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
Grand Total #		12	7	Male #	4	2	0	2	0	0	0	0
Grand Total %			58.3	Male %	33.3	16.7	0.0	16.7	0.0	0.0	0.0	0.0
				Female #	8	3	1	1	3	0	0	0
				Female%	66.7	25.0	8.3	8.3	25.0	0.0	0.0	0.0

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 10550 - Geography & Environmental Stds

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1035-2	Admin Support Coord 12 Mo (ASC-12MO-CII)	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358-3	Lecturer AY (Lecturer B,AY)	3	2	Male	1	0	0	1	0	0	0	0
				Female	2	1	0	0	1	0	0	0
2360-3	Instr Fac AY (Asst Prof AY)	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2358-5	Lecturer AY (Lecturer D,AY)	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 (Prof AY)	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2482-5	Dept Chair AY (Prof-AY)	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 #	4	2	0	2	0	0	0	0
Grand Total %			33.3	Male %	44.4	22.2	0.0	22.2	0.0	0.0	0.0	0.0
				Female #	5	4	0	0	1	0	0	0
				Female%	55.6	44.4	0.0	0.0	11.1	0.0	0.0	0.0



**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 10600 - History

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1035-2	Admin Support Coord 12 Mo (ASC-12MO-CII)	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	
2358-2	Lecturer AY (Lecturer A,AY)	5	1	Male	3	2	1	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2358-3	Lecturer AY (Lecturer B,AY)	5	1	Male	4	3	0	0	0	0	0	1
				Female	1	1	0	0	0	0	0	0
2358-4	Lecturer AY (Lecturer C,AY)	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 (Asst Prof AY)	2	1	Male	2	1	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
2360-4	Instr Fac AY (Assoc Prof AY)	3	1	Male	1	0	0	0	1	0	0	0
				Female	2	2	0	0	0	0	0	0
2360-5	Instr Fac AY (Prof AY)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2482-5	Dept Chair AY (Prof-AY)	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		20	5	Male #	12	7	1	0	3	0	0	1
Grand Total %			25.0	Male %	60.0	35.0	5.0	0.0	15.0	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

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 10650 - Human Development

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1035-2	Admin Support Coord 12 Mo (ASC-12MO-CII)	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358-2	Lecturer AY (Lecturer A,AY)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	1	0	0	0	0	1
2358-3	Lecturer AY (Lecturer B,AY)	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	1	0	0	0	0	0
2358-4	Lecturer AY (Lecturer C,AY)	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 (Asst Prof AY)	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 (Assoc Prof AY)	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2358-5	Lecturer AY (Lecturer D,AY)	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 (Prof AY)	5	2	Male	2	1	0	0	1	0	0	0
				Female	3	2	0	0	1	0	0	0
2482-5	Dept Chair AY (Prof-AY)	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		16	5	Male #	5	4	0	0	1	0	0	0
Grand Total %			31.3	Male %	31.3	25.0	0.0	0.0	6.3	0.0	0.0	0.0
				Female #	11	7	2	0	1	0	0	1
				Female%	68.8	43.8	12.5	0.0	6.3	0.0	0.0	6.3

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 10700 - Communication

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1615	Instructional Support Tech I	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
1035-2	Admin Support Coord 12 Mo (ASC-12MO-CII)	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
2358-2	Lecturer AY (Lecturer A,AY)	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
420	INFORMATION TECHNOLOGY CONSULTANT -12	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
2358-3	Lecturer AY (Lecturer B,AY)	7	3	Male	2	1	0	1	0	0	0	0	
				Female	5	3	2	0	0	0	0	0	
2360-3	Instr Fac AY (Asst Prof AY)	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 (Assoc Prof AY)	2	1	Male	0	0	0	0	0	0	0	0	
				Female	2	1	0	0	1	0	0	0	
2482-4	Dept Chair AY (Asoc Prof-AY)	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 (Prof AY)	2	1	Male	2	1	0	0	0	0	0	1	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		18	7	Male #	6	4	0	1	0	0	0	1	
Grand Total %			38.9	Male %	33.3	22.2	0.0	5.6	0.0	0.0	0.0	5.6	
				Female #	12	7	2	1	2	0	0	0	
				Female%	66.7	38.9	11.1	5.6	11.1	0.0	0.0	0.0	

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 10750 - Music

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
2354	Teaching Associate AY	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1579	Instructional Support Asst III	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 (ASC-12MO-CI)	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
7004	Equip Tech I, Splclized Equip	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2358-2	Lecturer AY (Lecturer A,AY)	3	0	Male	2	2	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358-3	Lecturer AY (Lecturer B,AY)	7	1	Male	5	4	0	0	1	0	0	0
				Female	2	2	0	0	0	0	0	0
2358-4	Lecturer AY (Lecturer C,AY)	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 (Asst Prof AY)	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 (Assoc Prof AY)	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 (Prof AY)	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2482-5	Dept Chair AY (Prof-AY)	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>22</b>	<b>2</b>	<b>Male #</b>	<b>14</b>	<b>13</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>9.1</b>	<b>Male %</b>	<b>63.6</b>	<b>59.1</b>	<b>0.0</b>	<b>0.0</b>	<b>4.5</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				<b>Female #</b>	<b>8</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>36.4</b>	<b>31.8</b>	<b>0.0</b>	<b>0.0</b>	<b>4.5</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 10800 - Philosophy

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2358-3	Lecturer AY (Lecturer B,AY)	4	1	Male	3	3	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	0	
2360-4	Instr Fac AY (Assoc Prof AY)	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	1	0	0	0	0	0	
2360-5	Instr Fac AY (Prof AY)	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
2482-5	Dept Chair AY (Prof-AY)	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 #	4	4	0	0	0	0	0	0	
Grand Total %			28.6	Male %	57.1	57.1	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	3	1	1	0	1	0	0	0	
				Female%	42.9	14.3	14.3	0.0	14.3	0.0	0.0	0.0	

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 10850 - Political Science

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2358-2	Lecturer AY (Lecturer A,AY)	2	1	Male	1	1	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	0	
2358-3	Lecturer AY (Lecturer B,AY)	3	1	Male	0	0	0	0	0	0	0	0	
				Female	3	2	0	0	0	0	0	1	
2360-4	Instr Fac AY (Assoc Prof AY)	2	1	Male	0	0	0	0	0	0	0	0	
				Female	2	1	0	0	1	0	0	0	
2360-5	Instr Fac AY (Prof AY)	3	2	Male	1	0	0	0	0	0	0	1	
				Female	2	1	0	0	1	0	0	0	
Grand Total #		10	5	Male #	2	1	0	0	0	0	0	1	
Grand Total %			50.0	Male %	20.0	10.0	0.0	0.0	0.0	0.0	0.0	10.0	
				Female #	8	4	0	0	3	0	0	1	
				Female%	80.0	40.0	0.0	0.0	30.0	0.0	0.0	10.0	

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 10900 - Public Affairs & Admin

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1035-1	Admin Support Coord 12 Mo (ASC-12MO-CI)	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
2358-2	Lecturer AY (Lecturer A,AY)	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	0	0	0	1
2358-3	Lecturer AY (Lecturer B,AY)	5	4	Male	3	1	2	0	0	0	0	0
				Female	2	0	1	1	0	0	0	0
2360-3	Instr Fac AY (Asst Prof AY)	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2482-4	Dept Chair AY (Asoc Prof-AY)	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 (Prof AY)	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		11	9	Male #	5	1	3	0	1	0	0	0
				Male %	45.5	9.1	27.3	0.0	9.1	0.0	0.0	0.0
				Female #	6	1	1	2	1	0	0	1
				Female%	54.5	9.1	9.1	18.2	9.1	0.0	0.0	9.1

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 10950 - Sociology

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1035-1	Admin Support Coord 12 Mo (ASC-12MO-CI)	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1
2358-2	Lecturer AY (Lecturer A,AY)	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	1	0	0	0	0	0
2358-3	Lecturer AY (Lecturer B,AY)	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 (Asst Prof AY)	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	0	0	1	0	0	0
2358-4	Lecturer AY (Lecturer C,AY)	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0
2358-5	Lecturer AY (Lecturer D,AY)	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 (Assoc Prof AY)	3	1	Male	2	1	1	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2360-5	Instr Fac AY (Prof AY)	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		15	6	Male #	4	3	1	0	0	0	0	0
Grand Total %			40.0	Male %	26.7	20.0	6.7	0.0	0.0	0.0	0.0	0.0
				Female #	11	6	1	0	3	0	0	1
				Female%	73.3	40.0	6.7	0.0	20.0	0.0	0.0	6.7



**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 10960 - Social Work

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1035-1	Admin Support Coord 12 Mo (ASC-12MO-CI)	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 (ASC-12MO-CII)	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358-2	Lecturer AY (Lecturer A,AY)	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
2358-3	Lecturer AY (Lecturer B,AY)	5	3	Male	3	1	1	0	1	0	0	0
				Female	2	1	1	0	0	0	0	0
2360-3	Instr Fac AY (Asst Prof AY)	2	1	Male	1	0	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2359-4	Lecturer 12 Mo (Lecturer D,12)	3	2	Male	0	0	0	0	0	0	0	0
				Female	3	1	2	0	0	0	0	0
5783	Assoc, Acad & Instit Studies II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
2360-4	Instr Fac AY (Assoc Prof AY)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	1	1	0	0	0
2360-5	Instr Fac AY (Prof AY)	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	1	0	0	0	0	0
2482-5	Dept Chair AY (Prof-AY)	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		19	12	Male #	4	1	1	1	1	0	0	0
Grand Total %			63.2	Male %	21.1	5.3	5.3	5.3	5.3	0.0	0.0	0.0
				Female #	15	6	5	1	3	0	0	0
				Female%	78.9	31.6	26.3	5.3	15.8	0.0	0.0	0.0

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 11050 - Theatre & Dance

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1035-1	Admin Support Coord 12 Mo (ASC-12MO-CI)	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
2358-2	Lecturer AY (Lecturer A,AY)	4	3	Male	0	0	0	0	0	0	0	0	
				Female	4	1	2	0	1	0	0	0	
2358-3	Lecturer AY (Lecturer B,AY)	4	3	Male	0	0	0	0	0	0	0	0	
				Female	4	1	2	1	0	0	0	0	
2360-4	Instr Fac AY (Assoc Prof AY)	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 (Prof AY)	5	3	Male	2	1	1	0	0	0	0	0	
				Female	3	1	0	0	2	0	0	0	
Grand Total #		15	9	Male #	3	2	1	0	0	0	0	0	
Grand Total %			60.0	Male %	20.0	13.3	6.7	0.0	0.0	0.0	0.0	0.0	
				Female #	12	4	4	1	3	0	0	0	
				Female%	80.0	26.7	26.7	6.7	20.0	0.0	0.0	0.0	

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 11150 - Liberal Studies

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
2358-3	Lecturer AY (Lecturer B,AY)	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

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 11350 - College of Business & Econ

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
3079-1	Student Services Professional I (SSP I/A)	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1032-2	Admin Support Assistant 12 Mo (ASA-12MO-All)	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
3079-2	Student Services Professional I (SSP I/B)	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3082	Student Services Professional II SSP IIA	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	0	1	0	0	0	0
3084-1	Student Services Professional III (SSP III/A)	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	1	0
800	PUBLIC AFFAIRS/COMMUNICATION SPECIALIST -12 MONTH	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
1038-3	Admin Analyst/Spclst 12 Mo (AA/S-12Mo-EII)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	1	0	1	0	0	0
3318	Administrator I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
3306	Administrator III	2	2	Male	2	0	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	0
3300	Administrator IV	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		15	13	Male #	5	0	0	2	3	0	0	0
Grand Total %			86.7	Male %	33.3	0.0	0.0	13.3	20.0	0.0	0.0	0.0
				Female #	10	2	2	1	4	0	1	0
				Female%	66.7	13.3	13.3	6.7	26.7	0.0	6.7	0.0

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 11400 - Accounting & Finance

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2358-3	Lecturer AY (Lecturer B,AY)	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 (Assoc Prof AY)	6	4	Male	4	1	0	0	3	0	0	0	
				Female	2	1	0	0	1	0	0	0	
2360-5	Instr Fac AY (Prof AY)	8	5	Male	5	3	0	0	2	0	0	0	
				Female	3	0	1	1	1	0	0	0	
2481	Dept Chair 12 Mo	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	0	
Grand Total #		16	10	Male #	10	5	0	0	5	0	0	0	
Grand Total %			62.5	Male %	62.5	31.3	0.0	0.0	31.3	0.0	0.0	0.0	
				Female #	6	1	1	1	3	0	0	0	
				Female%	37.5	6.3	6.3	6.3	18.8	0.0	0.0	0.0	

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 11450 - Economics

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2358-3	Lecturer AY (Lecturer B,AY)	2	1	Male	1	1	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	0	
2358-4	Lecturer AY (Lecturer C,AY)	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
2482-3	Dept Chair AY (Asst Prof-AY)	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 (Assoc Prof AY)	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	0	
Grand Total #		5	2	Male #	3	3	0	0	0	0	0	0	
Grand Total %			40.0	Male %	60.0	60.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	2	0	0	0	2	0	0	0	
				Female%	40.0	0.0	0.0	0.0	40.0	0.0	0.0	0.0	

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 11500 - Management

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2358-2	Lecturer AY (Lecturer A,AY)	8	5	Male	5	2	0	0	3	0	0	0	
				Female	3	1	1	1	0	0	0	0	
2358-3	Lecturer AY (Lecturer B,AY)	5	3	Male	3	1	0	0	2	0	0	0	
				Female	2	1	0	0	1	0	0	0	
2360-4	Instr Fac AY (Assoc Prof AY)	7	2	Male	3	3	0	0	0	0	0	0	
				Female	4	2	0	0	2	0	0	0	
2360-3	Instr Fac AY (Asst Prof AY)	7	6	Male	6	1	0	0	5	0	0	0	
				Female	1	0	0	0	1	0	0	0	
2360-5	Instr Fac AY (Prof AY)	10	6	Male	7	3	0	0	4	0	0	0	
				Female	3	1	0	0	2	0	0	0	
2481	Dept Chair 12 Mo	1	1	Male	1	0	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		38	23	Male #	25	10	0	0	15	0	0	0	
Grand Total %			60.5	Male %	65.8	26.3	0.0	0.0	39.5	0.0	0.0	0.0	
				Female #	13	5	1	1	6	0	0	0	
				Female%	34.2	13.2	2.6	2.6	15.8	0.0	0.0	0.0	

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 11550 - Marketing

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
2358-2	Lecturer AY (Lecturer A,AY)	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2358-4	Lecturer AY (Lecturer C,AY)	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 (Prof AY)	2	2	Male	1	0	0	0	1	0	0	0
				Female	1	0	0	0	1	0	0	0
2360-3	Instr Fac AY (Asst Prof AY)	2	1	Male	2	1	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
2360-4	Instr Fac AY (Assoc Prof AY)	3	3	Male	1	0	0	0	1	0	0	0
				Female	2	0	0	0	2	0	0	0
2481	Dept Chair 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
Grand Total #		10	7	Male #	6	3	0	0	3	0	0	0
Grand Total %			70.0	Male %	60.0	30.0	0.0	0.0	30.0	0.0	0.0	0.0
				Female #	4	0	0	0	4	0	0	0
				Female%	40.0	0.0	0.0	0.0	40.0	0.0	0.0	0.0



**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 11700 - College of Educ & Allied Stds

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1035-1	Admin Support Coord 12 Mo (ASC-12MO-CI)	3	3	Male	1	0	0	0	1	0	0	0	
				Female	2	0	1	0	1	0	0	0	
1032-1	Admin Support Assistant 12 Mo (ASA-12MO-AI)	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	0	
1038-2	Admin Analyst/Spclst 12 Mo (AA/S-12Mo-EI)	8	6	Male	3	0	2	1	0	0	0	0	
				Female	5	2	1	2	0	0	0	0	
1038-1	Admin Analyst/Spclst 12 Mo (AA/S-12Mo-NE)	2	2	Male	0	0	0	0	0	0	0	0	
				Female	2	0	0	1	1	0	0	0	
2630	Credential Analyst II	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 (AA/S-12Mo-EII)	2	1	Male	0	0	0	0	0	0	0	0	
				Female	2	1	0	1	0	0	0	0	
2358-3	Lecturer AY (Lecturer B,AY)	2	2	Male	1	0	0	0	1	0	0	0	
				Female	1	0	1	0	0	0	0	0	
3306	Administrator III	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
3300	Administrator IV	1	1	Male	1	0	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		21	16	Male #	7	1	3	1	2	0	0	0	
Grand Total %			76.2	Male %	33.3	4.8	14.3	4.8	9.5	0.0	0.0	0.0	
				Female #	14	4	3	4	3	0	0	0	
				Female%	66.7	19.0	14.3	19.0	14.3	0.0	0.0	0.0	

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 11700 - College of Educ & Allied Stds

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

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 11750 - Educational Leadership

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
2358-2	Lecturer AY (Lecturer A,AY)	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	1	0	0	0	0	0
2358-3	Lecturer AY (Lecturer B,AY)	6	3	Male	2	1	1	0	0	0	0	0
				Female	4	2	2	0	0	0	0	0
3084-1	Student Services Professional III (SSP III/A)	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358-4	Lecturer AY (Lecturer C,AY)	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 (Assoc Prof AY)	3	2	Male	1	0	0	0	1	0	0	0
				Female	2	1	1	0	0	0	0	0
2360-5	Instr Fac AY (Prof AY)	3	1	Male	2	1	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2482-4	Dept Chair AY (Asoc Prof-AY)	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
Grand Total #		17	8	Male #	5	2	1	1	1	0	0	0
Grand Total %			47.1	Male %	29.4	11.8	5.9	5.9	5.9	0.0	0.0	0.0
				Female #	12	7	5	0	0	0	0	0
				Female%	70.6	41.2	29.4	0.0	0.0	0.0	0.0	0.0

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 11800 - Educational Psychology

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
2358-2	Lecturer AY (Lecturer A,AY)	31	12	Male	6	4	0	1	1	0	0	0
				Female	25	15	2	5	3	0	0	0
1035-1	Admin Support Coord 12 Mo (ASC-12MO-CI)	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358-3	Lecturer AY (Lecturer B,AY)	10	3	Male	2	2	0	0	0	0	0	0
				Female	8	5	1	0	2	0	0	0
2358-4	Lecturer AY (Lecturer C,AY)	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 (Asst Prof AY)	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0
2360-4	Instr Fac AY (Assoc Prof AY)	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 (Prof AY)	4	3	Male	2	1	0	0	1	0	0	0
				Female	2	0	0	1	1	0	0	0
2482-5	Dept Chair AY (Prof-AY)	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		51	20	Male #	12	8	1	1	2	0	0	0
Grand Total %			39.2	Male %	23.5	15.7	2.0	2.0	3.9	0.0	0.0	0.0
				Female #	39	23	3	6	7	0	0	0
				Female%	76.5	45.1	5.9	11.8	13.7	0.0	0.0	0.0

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 11850 - Kinesiology

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1032-2	Admin Support Assistant 12 Mo (ASA-12MO-AII)	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	1	0	0	0	0	0
1579	Instructional Support Asst III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358-2	Lecturer AY (Lecturer A,AY)	8	4	Male	4	2	0	1	1	0	0	0
				Female	4	2	0	0	1	0	0	1
3084-1	Student Services Professional III (SSP III/A)	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
2358-3	Lecturer AY (Lecturer B,AY)	8	3	Male	4	3	0	0	0	0	0	1
				Female	4	2	2	0	0	0	0	0
2358-4	Lecturer AY (Lecturer C,AY)	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 (Asst Prof AY)	2	2	Male	2	0	0	1	1	0	0	0
				Female	0	0	0	0	0	0	0	0
2360-4	Instr Fac AY (Assoc Prof AY)	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 (Prof AY)	7	4	Male	1	0	0	1	0	0	0	0
				Female	6	3	1	1	1	0	0	0
2481	Dept Chair 12 Mo	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		33	15	Male #	13	6	0	3	3	0	0	1
Grand Total %			45.5	Male %	39.4	18.2	0.0	9.1	9.1	0.0	0.0	3.0
				Female #	20	12	4	1	2	0	0	1
				Female%	60.6	36.4	12.1	3.0	6.1	0.0	0.0	3.0

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 11900 - Hosp, Rec & Tourism

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
2358-2	Lecturer AY (Lecturer A,AY)	4	3	Male	2	0	1	0	1	0	0	0
				Female	2	1	0	1	0	0	0	0
1035-2	Admin Support Coord 12 Mo (ASC-12MO-CII)	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
3084-1	Student Services Professional III (SSP III/A)	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	1	0	0	0	0	0
2358-3	Lecturer AY (Lecturer B,AY)	5	1	Male	1	0	1	0	0	0	0	0
				Female	4	4	0	0	0	0	0	0
2360-3	Instr Fac AY (Asst Prof AY)	2	2	Male	1	0	0	0	1	0	0	0
				Female	1	0	0	1	0	0	0	0
2358-4	Lecturer AY (Lecturer C,AY)	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 (Assoc Prof AY)	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2482-4	Dept Chair AY (Asoc Prof-AY)	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 (Prof AY)	4	1	Male	1	1	0	0	0	0	0	0
				Female	3	2	1	0	0	0	0	0
Grand Total #		21	11	Male #	7	2	2	1	2	0	0	0
Grand Total %			52.4	Male %	33.3	9.5	9.5	4.8	9.5	0.0	0.0	0.0
				Female #	14	8	3	2	1	0	0	0
				Female%	66.7	38.1	14.3	9.5	4.8	0.0	0.0	0.0

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 11950 - Teacher Education

				Total		Total							
Job Code	Job Title	EMP	MIN	EMP		W	AA	H	A	NA	PI	2+	
2358-2	Lecturer AY (Lecturer A,AY)	36	11	Male	9	8	0	0	1	0	0	0	
				Female	27	17	5	2	3	0	0	0	
2358-3	Lecturer AY (Lecturer B,AY)	9	3	Male	0	0	0	0	0	0	0	0	
				Female	9	6	2	0	1	0	0	0	
2358-4	Lecturer AY (Lecturer C,AY)	2	1	Male	2	1	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
2360-3	Instr Fac AY (Asst Prof AY)	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 (Assoc Prof AY)	5	0	Male	1	1	0	0	0	0	0	0	
				Female	4	4	0	0	0	0	0	0	
2360-5	Instr Fac AY (Prof AY)	6	2	Male	2	2	0	0	0	0	0	0	
				Female	4	2	0	0	1	0	0	1	
Grand Total #		59	17	Male #	14	12	0	1	1	0	0	0	
Grand Total %			28.8	Male %	23.7	20.3	0.0	1.7	1.7	0.0	0.0	0.0	
				Female #	45	30	7	2	5	0	0	1	
				Female%	76.3	50.8	11.9	3.4	8.5	0.0	0.0	1.7	

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 12100 - College of Science

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1032-2	Admin Support Assistant 12 Mo (ASA-12MO-AII)	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
1032-1	Admin Support Assistant 12 Mo (ASA-12MO-AI)	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3079-1	Student Services Professional I (SSP I/A)	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 (ASC-12MO-CI)	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3082	Student Services Professional II SSP IIA	3	2	Male	0	0	0	0	0	0	0	0
				Female	3	1	0	1	1	0	0	0
3086-1	Student Services Professional IV (SSP IV/A)	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
3306	Administrator III	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
3300	Administrator IV	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		11	4	Male #	2	2	0	0	0	0	0	0
Grand Total %			36.4	Male %	18.2	18.2	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	9	5	0	1	3	0	0	0
				Female%	81.8	45.5	0.0	9.1	27.3	0.0	0.0	0.0



**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 12150 - Biological Sciences

Job Code	Job Title	Total			Total							
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1032-2	Admin Support Assistant 12 Mo (ASA-12MO-AII)	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2354	Teaching Associate AY	12	10	Male	6	1	0	3	2	0	0	0
				Female	6	1	0	2	1	0	0	2
1035-2	Admin Support Coord 12 Mo (ASC-12MO-CII)	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1617-1	Instructional Support Tech II (I/S Tech IIA)	4	3	Male	0	0	0	0	0	0	0	0
				Female	4	1	0	1	2	0	0	0
1617-6	Instructional Support Tech II (I/S Tech IIC)	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2358-2	Lecturer AY (Lecturer A,AY)	4	0	Male	1	1	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
5681	Research Technician II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
2358-3	Lecturer AY (Lecturer B,AY)	4	1	Male	1	1	0	0	0	0	0	0
				Female	3	2	0	0	0	0	1	0
2358-4	Lecturer AY (Lecturer C,AY)	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 (Asst Prof AY)	3	2	Male	1	0	0	0	1	0	0	0
				Female	2	1	0	1	0	0	0	0
2360-4	Instr Fac AY (Assoc Prof AY)	3	2	Male	2	1	0	1	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2360-5	Instr Fac AY (Prof AY)	8	2	Male	4	4	0	0	0	0	0	0
				Female	4	2	1	1	0	0	0	0

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 12150 - Biological Sciences

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
	Grand Total #	43	22	Male #	16	9	0	4	3	0	0	0
	Grand Total %		51.2	Male %	37.2	20.9	0.0	9.3	7.0	0.0	0.0	0.0
				Female #	27	12	1	7	4	0	1	2
				Female%	62.8	27.9	2.3	16.3	9.3	0.0	2.3	4.7

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 12200 - Chemistry & Biochemistry

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1509	Stock Clerk	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
1032-2	Admin Support Assistant 12 Mo (ASA-12MO-AII)	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 (ASC-12MO-CII)	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
1617-1	Instructional Support Tech II (I/S Tech IIA)	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
1619-1	Instructional Support Tech III (I/S Tech IIIA)	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
2358-3	Lecturer AY (Lecturer B,AY)	4	1	Male	3	2	0	0	1	0	0	0
				Female	1	1	0	0	0	0	0	0
2358-4	Lecturer AY (Lecturer C,AY)	2	1	Male	2	1	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2360-3	Instr Fac AY (Asst Prof AY)	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 (Assoc Prof AY)	4	2	Male	1	0	0	0	1	0	0	0
				Female	3	2	0	0	1	0	0	0
2482-4	Dept Chair AY (Asoc Prof-AY)	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 (Prof AY)	3	0	Male	1	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
Grand Total #		22	10	Male #	9	5	1	1	2	0	0	0
Grand Total %			45.5	Male %	40.9	22.7	4.5	4.5	9.1	0.0	0.0	0.0
				Female #	13	7	1	0	5	0	0	0
				Female%	59.1	31.8	4.5	0.0	22.7	0.0	0.0	0.0

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 12220 - Engineering

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1617-1	Instructional Support Tech II (I/S Tech IIA)	1	1	Male	1	0	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0		
2358-2	Lecturer AY (Lecturer A,AY)	4	2	Male	3	2	0	0	1	0	0	0	
				Female	1	0	1	0	0	0	0	0	
3082	Student Services Professional II SSP IIA	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
2358-3	Lecturer AY (Lecturer B,AY)	1	1	Male	1	0	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0	0	
2360-3	Instr Fac AY (Asst Prof AY)	2	1	Male	2	1	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0	0	
2360-4	Instr Fac AY (Assoc Prof AY)	1	1	Male	1	0	0	0	0	0	0	1	
				Female	0	0	0	0	0	0	0	0	
2360-5	Instr Fac AY (Prof AY)	5	3	Male	3	2	0	1	0	0	0	0	
				Female	2	0	0	0	1	0	1	0	
2481	Dept Chair 12 Mo	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		16	9	Male #	12	6	0	1	4	0	0	1	
Grand Total %			56.3	Male %	75.0	37.5	0.0	6.3	25.0	0.0	0.0	6.3	
				Female #	4	1	1	0	1	0	1	0	
				Female%	25.0	6.3	6.3	0.0	6.3	0.0	6.3	0.0	

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 12250 - Earth & Environmental Sciences

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1035-1	Admin Support Coord 12 Mo (ASC-12MO-CI)	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2358-2	Lecturer AY (Lecturer A,AY)	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
2358-3	Lecturer AY (Lecturer B,AY)	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1619-1	Instructional Support Tech III (I/S Tech IIIA)	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358-4	Lecturer AY (Lecturer C,AY)	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 (Asst Prof AY)	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 (Assoc Prof AY)	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 (Prof AY)	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2482-5	Dept Chair AY (Prof-AY)	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		12	3	Male #	7	5	0	1	1	0	0	0
Grand Total %			25.0	Male %	58.3	41.7	0.0	8.3	8.3	0.0	0.0	0.0
				Female #	5	4	0	1	0	0	0	0
				Female%	41.7	33.3	0.0	8.3	0.0	0.0	0.0	0.0

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 12300 - Public Health

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1035-2	Admin Support Coord 12 Mo (ASC-12MO-CII)	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
2358-2	Lecturer AY (Lecturer A,AY)	5	2	Male	1	1	0	0	0	0	0	0
				Female	4	2	1	0	1	0	0	0
2358-3	Lecturer AY (Lecturer B,AY)	4	2	Male	1	1	0	0	0	0	0	0
				Female	3	1	2	0	0	0	0	0
2360-3	Instr Fac AY (Asst Prof AY)	5	2	Male	2	1	0	0	1	0	0	0
				Female	3	2	0	0	1	0	0	0
2360-4	Instr Fac AY (Assoc Prof AY)	3	3	Male	1	0	0	1	0	0	0	0
				Female	2	0	0	0	2	0	0	0
2482-4	Dept Chair AY (Asoc Prof-AY)	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 (Prof AY)	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		20	12	Male #	7	3	1	1	2	0	0	0
Grand Total %			60.0	Male %	35.0	15.0	5.0	5.0	10.0	0.0	0.0	0.0
				Female #	13	5	4	0	4	0	0	0
				Female%	65.0	25.0	20.0	0.0	20.0	0.0	0.0	0.0

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 12351 - Math

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1032-2	Admin Support Assistant 12 Mo (ASA-12MO-All)	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
2354	Teaching Associate AY	5	5	Male	2	0	1	1	0	0	0	0
				Female	3	0	0	1	2	0	0	0
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1
2358-2	Lecturer AY (Lecturer A,AY)	7	4	Male	3	1	0	1	1	0	0	0
				Female	4	2	0	1	1	0	0	0
2358-3	Lecturer AY (Lecturer B,AY)	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 (Asst Prof AY)	4	3	Male	1	0	0	1	0	0	0	0
				Female	3	1	0	2	0	0	0	0
2360-4	Instr Fac AY (Assoc Prof AY)	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 (Prof AY)	3	1	Male	1	1	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
2482-5	Dept Chair AY (Prof-AY)	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		25	16	Male #	8	2	1	4	1	0	0	0
Grand Total %			64.0	Male %	32.0	8.0	4.0	16.0	4.0	0.0	0.0	0.0
				Female #	17	7	0	5	4	0	0	1
				Female%	68.0	28.0	0.0	20.0	16.0	0.0	0.0	4.0

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 12352 - Computer Science

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
2354	Teaching Associate AY	5	5	Male	3	0	0	0	3	0	0	0
				Female	2	0	0	0	2	0	0	0
1035-1	Admin Support Coord 12 Mo (ASC-12MO-CI)	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2358-2	Lecturer AY (Lecturer A,AY)	8	3	Male	6	4	0	0	2	0	0	0
				Female	2	1	0	0	1	0	0	0
3084-1	Student Services Professional III (SSP III/A)	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358-3	Lecturer AY (Lecturer B,AY)	3	1	Male	1	0	0	0	1	0	0	0
				Female	2	2	0	0	0	0	0	0
2358-4	Lecturer AY (Lecturer C,AY)	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 (Asst Prof AY)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
2360-4	Instr Fac AY (Assoc Prof AY)	4	3	Male	3	1	0	0	2	0	0	0
				Female	1	0	0	0	1	0	0	0
2360-5	Instr Fac AY (Prof AY)	5	0	Male	3	3	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2482-5	Dept Chair AY (Prof-AY)	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		31	15	Male #	17	9	0	0	8	0	0	0
Grand Total %			48.4	Male %	54.8	29.0	0.0	0.0	25.8	0.0	0.0	0.0
				Female #	14	7	0	1	6	0	0	0
				Female%	45.2	22.6	0.0	3.2	19.4	0.0	0.0	0.0



**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 12400 - Nursing

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1032-2	Admin Support Assistant 12 Mo (ASA-12MO-AII)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	1	0	1	0	0	0
1035-2	Admin Support Coord 12 Mo (ASC-12MO-CII)	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 (I/S Tech IIIC)	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
3084-1	Student Services Professional III (SSP III/A)	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358-3	Lecturer AY (Lecturer B,AY)	30	15	Male	5	2	0	0	1	0	1	1
				Female	25	13	1	5	6	0	0	0
2358-2	Lecturer AY (Lecturer A,AY)	3	3	Male	0	0	0	0	0	0	0	0
				Female	3	0	1	1	1	0	0	0
2360-3	Instr Fac AY (Asst Prof AY)	5	2	Male	1	1	0	0	0	0	0	0
				Female	4	2	1	0	1	0	0	0
2358-5	Lecturer AY (Lecturer D,AY)	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 (Assoc Prof AY)	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0
2358-4	Lecturer AY (Lecturer C,AY)	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 (Prof AY)	4	2	Male	0	0	0	0	0	0	0	0
				Female	4	2	0	0	2	0	0	0
2481	Dept Chair 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 12400 - Nursing

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
	Grand Total #	53	26	Male #	7	4	0	0	1	0	1	1
	Grand Total %		49.1	Male %	13.2	7.5	0.0	0.0	1.9	0.0	1.9	1.9
				Female #	46	23	4	6	13	0	0	0
				Female%	86.8	43.4	7.5	11.3	24.5	0.0	0.0	0.0

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 12450 - Physics

		Total		Total								
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
5683	Research Technician I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
1035-1	Admin Support Coord 12 Mo (ASC-12MO-CI)	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1617-1	Instructional Support Tech II (I/S Tech IIA)	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
2358-2	Lecturer AY (Lecturer A,AY)	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358-3	Lecturer AY (Lecturer B,AY)	4	2	Male	3	1	1	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358-4	Lecturer AY (Lecturer C,AY)	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 (Asst Prof AY)	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 (Assoc Prof AY)	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2482-4	Dept Chair AY (Asoc Prof-AY)	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 (Prof AY)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		16	5	Male #	10	7	1	1	1	0	0	0
Grand Total %			31.3	Male %	62.5	43.8	6.3	6.3	6.3	0.0	0.0	0.0
				Female #	6	4	0	1	1	0	0	0
				Female%	37.5	25.0	0.0	6.3	6.3	0.0	0.0	0.0

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 12500 - Psychology

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1032-2	Admin Support Assistant 12 Mo (ASA-12MO-AII)	1	1	Male	1	0	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
1035-2	Admin Support Coord 12 Mo (ASC-12MO-CII)	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
2358-3	Lecturer AY (Lecturer B,AY)	9	2	Male	4	3	0	0	1	0	0	0	
				Female	5	4	0	1	0	0	0	0	
2360-2	Instr Fac AY (Instructor)	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 (Asst Prof AY)	5	2	Male	1	0	0	0	1	0	0	0	
				Female	4	3	0	0	1	0	0	0	
2358-4	Lecturer AY (Lecturer C,AY)	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 (Assoc Prof AY)	4	0	Male	2	2	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	
2482-4	Dept Chair AY (Asoc Prof-AY)	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 (Prof AY)	3	1	Male	3	2	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0	0	
2358-5	Lecturer AY (Lecturer D,AY)	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		28	7	Male #	13	9	1	0	3	0	0	0	
Grand Total %			25.0	Male %	46.4	32.1	3.6	0.0	10.7	0.0	0.0	0.0	
				Female #	15	12	0	1	2	0	0	0	
				Female%	53.6	42.9	0.0	3.6	7.1	0.0	0.0	0.0	

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 12550 - Statistics & Biostatistics

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
2354	Teaching Associate AY	6	5	Male	2	1	0	0	1	0	0	0
				Female	4	0	1	1	2	0	0	0
1035-1	Admin Support Coord 12 Mo (ASC-12MO-CI)	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
2358-2	Lecturer AY (Lecturer A,AY)	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
2358-3	Lecturer AY (Lecturer B,AY)	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 (Asst Prof AY)	4	2	Male	2	1	0	0	1	0	0	0
				Female	2	1	0	0	1	0	0	0
2482-4	Dept Chair AY (Asoc Prof-AY)	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 (Prof AY)	5	2	Male	2	2	0	0	0	0	0	0
				Female	3	1	0	0	2	0	0	0
Grand Total #		20	12	Male #	8	6	0	0	2	0	0	0
Grand Total %			60.0	Male %	40.0	30.0	0.0	0.0	10.0	0.0	0.0	0.0
				Female #	12	2	2	1	7	0	0	0
				Female%	60.0	10.0	10.0	5.0	35.0	0.0	0.0	0.0

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 12600 - Concord Campus

		Total		Total								
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1032-2	Admin Support Assistant 12 Mo (ASA-12MO-AII)	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1035-2	Admin Support Coord 12 Mo (ASC-12MO-CII)	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3306	Administrator III	1	1	Male	1	0	0	0	0	1	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		4	2	Male #	2	1	0	0	0	1	0	0
Grand Total %			50.0	Male %	50.0	25.0	0.0	0.0	0.0	25.0	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

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 12630 - Online Campus

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1032-2	Admin Support Assistant 12 Mo (ASA-12MO-AII)	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 (AA/S-12Mo-NE)	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1
420	INFORMATION TECHNOLOGY CONSULTANT -12	4	2	Male	2	1	0	0	1	0	0	0
				Female	2	1	0	0	1	0	0	0
1038-3	Admin Analyst/Spclst 12 Mo (AA/S-12Mo-EII)	3	2	Male	0	0	0	0	0	0	0	0
				Female	3	1	0	0	2	0	0	0
810	MEDIA PRODUCTION SPECIALIST -12 MONTH	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3312	Administrator II	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		12	7	Male #	5	2	0	1	2	0	0	0
Grand Total %			58.3	Male %	41.7	16.7	0.0	8.3	16.7	0.0	0.0	0.0
				Female #	7	3	0	0	3	0	0	1
				Female%	58.3	25.0	0.0	0.0	25.0	0.0	0.0	8.3

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 12650 - Academic Programs and Services

Job Code	Job Title	Total			Total							
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
3079-1	Student Services Professional I (SSP I/A)	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
1035-1	Admin Support Coord 12 Mo (ASC-12MO-CI)	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 (ASC-12MO-CII)	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
3082	Student Services Professional II SSP IIA	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 (AA/S-12Mo-NE)	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0
3084-1	Student Services Professional III (SSP III/A)	9	4	Male	1	0	0	0	1	0	0	0
				Female	8	5	0	3	0	0	0	0
800	PUBLIC AFFAIRS/COMMUNICATION SPECIALIST -12 MONTH	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 (AA/S-12Mo-EII)	2	1	Male	2	1	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
1038-2	Admin Analyst/Spclst 12 Mo (AA/S-12Mo-EI)	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
3318	Administrator I	1	1	Male	1	0	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0
5783	Assoc, Acad & Instit Studies II	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3306	Administrator III	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3300	Administrator IV	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0



**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 12650 - Academic Programs and Services

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
	Grand Total #	24	11	Male #	6	3	0	0	2	0	0	1
	Grand Total %		45.8	Male %	25.0	12.5	0.0	0.0	8.3	0.0	0.0	4.2
				Female #	18	10	1	4	3	0	0	0
				Female%	75.0	41.7	4.2	16.7	12.5	0.0	0.0	0.0

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 12670 - General Education

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2358-2	Lecturer AY (Lecturer A,AY)	2	1	Male	1	1	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
2358-3	Lecturer AY (Lecturer B,AY)	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
2358-4	Lecturer AY (Lecturer C,AY)	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
2481	Dept Chair 12 Mo	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 #	4	4	0	0	0	0	0	0	
Grand Total %			20.0	Male %	80.0	80.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	1	0	0	1	0	0	0	0	
				Female%	20.0	0.0	0.0	20.0	0.0	0.0	0.0	0.0	

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 12671 - Peer Academic Coaching Program

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
3079-1	Student Services Professional I (SSP I/A)	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
3084-1	Student Services Professional III (SSP III/A)	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		2	1	Male #	0	0	0	0	0	0	0	0	
Grand Total %			50.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	2	1	0	1	0	0	0	0	
				Female%	100.0	50.0	0.0	50.0	0.0	0.0	0.0	0.0	

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 12700 - Academic Resources & Planning

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1035-2	Admin Support Coord 12 Mo (ASC-12MO-CII)	1	1	Male	1	0	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0		
1038-3	Admin Analyst/Spclst 12 Mo (AA/S-12Mo-EII)	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 (AA/S-12Mo-EI)	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
3312	Administrator II	2	1	Male	0	0	0	0	0	0	0	0	
				Female	2	1	0	1	0	0	0	0	
3300	Administrator IV	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		7	6	Male #	2	0	0	1	1	0	0	0	
Grand Total %			85.7	Male %	28.6	0.0	0.0	14.3	14.3	0.0	0.0	0.0	
				Female #	5	1	0	4	0	0	0	0	
				Female%	71.4	14.3	0.0	57.1	0.0	0.0	0.0	0.0	

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 12840 - Enrollment Services

		Total		Total								
Job Code	Job Title	EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038-2	Admin Analyst/Spclst 12 Mo (AA/S-12Mo-EI)	1	0	Male	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	
3306	Administrator III	1	0	Male	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	
Grand Total %			0.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	2	2	0	0	0	0	0	
				Female%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 12850 - Admissions

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1035-1	Admin Support Coord 12 Mo (ASC-12MO-CI)	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3079-2	Student Services Professional I (SSP I/B)	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1032-1	Admin Support Assistant 12 Mo (ASA-12MO-AI)	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 (ASA-12MO-AII)	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3082	Student Services Professional II SSP IIA	13	11	Male	6	1	2	1	2	0	0	0
				Female	7	1	2	2	2	0	0	0
1038-2	Admin Analyst/Spclst 12 Mo (AA/S-12Mo-EI)	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
1038-1	Admin Analyst/Spclst 12 Mo (AA/S-12Mo-NE)	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3084-1	Student Services Professional III (SSP III/A)	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3086-1	Student Services Professional IV (SSP IV/A)	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3312	Administrator II	2	2	Male	1	0	0	0	1	0	0	0
				Female	1	0	0	1	0	0	0	0
Grand Total #		23	18	Male #	9	1	2	3	3	0	0	0
Grand Total %			78.3	Male %	39.1	4.3	8.7	13.0	13.0	0.0	0.0	0.0
				Female #	14	4	3	5	2	0	0	0
				Female%	60.9	17.4	13.0	21.7	8.7	0.0	0.0	0.0

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 12860 - Student Outreach

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1035-1	Admin Support Coord 12 Mo (ASC-12MO-CI)	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3082	Student Services Professional II SSP IIA	5	4	Male	2	0	1	0	0	0	1	0
				Female	3	1	0	2	0	0	0	0
800	PUBLIC AFFAIRS/COMMUNICATION SPECIALIST -12 MONTH	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3084-1	Student Services Professional III (SSP III/A)	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3312	Administrator II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
Grand Total #		9	8	Male #	4	0	1	2	0	0	1	0
Grand Total %			88.9	Male %	44.4	0.0	11.1	22.2	0.0	0.0	11.1	0.0
				Female #	5	1	0	4	0	0	0	0
				Female%	55.6	11.1	0.0	44.4	0.0	0.0	0.0	0.0

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 12870 - Enrollment Information Center

		Total		Total								
Job Code	Job Title	EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3082	Student Services Professional II SSP IIA	1	1	Male	0	0	0	0	0	0	0	
				Female	1	0	1	0	0	0	0	
3084-1	Student Services Professional III (SSP III/A)	1	1	Male	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	
3318	Administrator I	1	1	Male	0	0	0	0	0	0	0	
				Female	1	0	1	0	0	0	0	
Grand Total #		3	3	Male #	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	
				Female #	3	0	2	1	0	0	0	
				Female%	100.0	0.0	66.7	33.3	0.0	0.0	0.0	



**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 12910 - Student Systems

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1032-2	Admin Support Assistant 12 Mo (ASA-12MO-AII)	4	4	Male	0	0	0	0	0	0	0	0
				Female	4	0	0	2	2	0	0	0
1038-2	Admin Analyst/Spclst 12 Mo (AA/S-12Mo-EI)	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
1035-1	Admin Support Coord 12 Mo (ASC-12MO-CI)	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 (AA/S-12Mo-EII)	5	3	Male	2	1	0	1	0	0	0	0
				Female	3	1	0	0	1	0	1	0
400	ANALYST/PROGRAMMER -12	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	1	1	0	0
3312	Administrator II	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		14	11	Male #	4	2	0	1	1	0	0	0
Grand Total %			78.6	Male %	28.6	14.3	0.0	7.1	7.1	0.0	0.0	0.0
				Female #	10	1	0	2	5	1	1	0
				Female%	71.4	7.1	0.0	14.3	35.7	7.1	7.1	0.0

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 12950 - Registrar

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1035-1	Admin Support Coord 12 Mo (ASC-12MO-CI)	5	4	Male	0	0	0	0	0	0	0	0
				Female	5	1	2	0	1	0	0	1
1035-2	Admin Support Coord 12 Mo (ASC-12MO-CII)	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3082	Student Services Professional II SSP IIA	7	5	Male	1	0	0	0	1	0	0	0
				Female	6	2	2	2	0	0	0	0
3086-1	Student Services Professional IV (SSP IV/A)	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3084-1	Student Services Professional III (SSP III/A)	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 (AA/S-12Mo-EI)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
3312	Administrator II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		18	12	Male #	2	0	1	0	1	0	0	0
Grand Total %			66.7	Male %	11.1	0.0	5.6	0.0	5.6	0.0	0.0	0.0
				Female #	16	6	4	4	1	0	0	1
				Female%	88.9	33.3	22.2	22.2	5.6	0.0	0.0	5.6

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 12990 - Institute for STEM Education

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1035-1	Admin Support Coord 12 Mo (ASC-12MO-CI)	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 (AA/S-12Mo-NE)	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1038-2	Admin Analyst/Spclst 12 Mo (AA/S-12Mo-EI)	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
1038-3	Admin Analyst/Spclst 12 Mo (AA/S-12Mo-EII)	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
5680	Research Technician III	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
3312	Administrator II	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		8	2	Male #	2	2	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 #	6	4	0	1	1	0	0	0
				Female%	75.0	50.0	0.0	12.5	12.5	0.0	0.0	0.0

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 13010 - Financial Aid

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1035-1	Admin Support Coord 12 Mo (ASC-12MO-CI)	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
3082	Student Services Professional II SSP IIA	2	2	Male	1	0	0	1	0	0	0	0
				Female	1	0	0	0	1	0	0	0
3084-1	Student Services Professional III (SSP III/A)	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 (AA/S-12Mo-EII)	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3318	Administrator I	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3312	Administrator II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
Grand Total #		7	5	Male #	2	1	0	1	0	0	0	0
Grand Total %			71.4	Male %	28.6	14.3	0.0	14.3	0.0	0.0	0.0	0.0
				Female #	5	1	1	1	2	0	0	0
				Female%	71.4	14.3	14.3	14.3	28.6	0.0	0.0	0.0

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 13200 - Research & Sponsored Programs

				Total		Total							
Job Code	Job Title	EMP	MIN	EMP		W	AA	H	A	NA	PI	2+	
1038-2	Admin Analyst/Spclst 12 Mo (AA/S-12Mo-EI)	3	2	Male	1	0	0	0	1	0	0	0	
				Female	2	1	0	0	0	0	1	0	
1035-2	Admin Support Coord 12 Mo (ASC-12MO-CII)	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 (AA/S-12Mo-EII)	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
3312	Administrator II	2	1	Male	0	0	0	0	0	0	0	0	
				Female	2	1	0	0	1	0	0	0	
3306	Administrator III	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	0	
Grand Total #		8	4	Male #	1	0	0	0	1	0	0	0	
Grand Total %			50.0	Male %	12.5	0.0	0.0	0.0	12.5	0.0	0.0	0.0	
				Female #	7	4	0	0	2	0	1	0	
				Female%	87.5	50.0	0.0	0.0	25.0	0.0	12.5	0.0	

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 13205 - Student Research Center

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1035-1	Admin Support Coord 12 Mo (ASC-12MO-CI)	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

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 13300 - Faculty Development

				Total		Total							
Job Code	Job Title	EMP	MIN	EMP		W	AA	H	A	NA	PI	2+	
1035-1	Admin Support Coord 12 Mo (ASC-12MO-CI)	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	1	0	0	0	0	0	
2361	Instr Fac 12 Mo	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		2	1	Male #	0	0	0	0	0	0	0	0	
Grand Total %			50.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	2	1	1	0	0	0	0	0	
				Female%	100.0	50.0	50.0	0.0	0.0	0.0	0.0	0.0	

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 13305 - Center for Community Engagemnt

				Total		Total						
Job Code	Job Title	EMP	MIN	EMP		W	AA	H	A	NA	PI	2+
1032-2	Admin Support Assistant 12 Mo (ASA-12MO-AII)	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 (AA/S-12Mo-NE)	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
1038-2	Admin Analyst/Spclst 12 Mo (AA/S-12Mo-EI)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
1038-3	Admin Analyst/Spclst 12 Mo (AA/S-12Mo-EII)	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
5783	Assoc, Acad & Instit Studies II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		6	5	Male #	1	0	0	0	1	0	0	0
Grand Total %			83.3	Male %	16.7	0.0	0.0	0.0	16.7	0.0	0.0	0.0
				Female #	5	1	0	3	1	0	0	0
				Female%	83.3	16.7	0.0	50.0	16.7	0.0	0.0	0.0



**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 13350 - Inst. Effectiveness & Research

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1035-2	Admin Support Coord 12 Mo (ASC-12MO-CII)	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
5783	Assoc, Acad & Instit Studies II	2	2	Male	1	0	0	0	1	0	0	0
				Female	1	0	0	0	1	0	0	0
3306	Administrator III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
Grand Total #		4	4	Male #	1	0	0	0	1	0	0	0
Grand Total %			100.0	Male %	25.0	0.0	0.0	0.0	25.0	0.0	0.0	0.0
				Female #	3	0	0	1	2	0	0	0
				Female%	75.0	0.0	0.0	25.0	50.0	0.0	0.0	0.0

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 13360 - Testing

		Total		Total								
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1032-2	Admin Support Assistant 12 Mo (ASA-12MO-All)	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

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 13500 - Library

Job Code	Job Title	Total			Total							
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
2888	Library Services Spec III	5	4	Male	2	0	0	1	1	0	0	0
				Female	3	1	0	1	1	0	0	0
2889	Library Services Spec IV	7	5	Male	2	1	0	0	1	0	0	0
				Female	5	1	1	0	3	0	0	0
2887	Library Services Spec II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
420	INFORMATION TECHNOLOGY CONSULTANT -12	2	2	Male	1	0	0	1	0	0	0	0
				Female	1	0	1	0	0	0	0	0
1038-2	Admin Analyst/Spclst 12 Mo (AA/S-12Mo-EI)	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2919-3	Librarian 10 Mo (Assoc Lib -10/3)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	1	0	0	0	0	1
2920-3	Librarian 12 Mo (Sr Ast Lib-12)	3	2	Male	0	0	0	0	0	0	0	0
				Female	3	1	0	1	1	0	0	0
2919-4	Librarian 10 Mo (Assoc Lib -10/4)	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
2919-5	Librarian 10 Mo (Assoc Lib -10/5)	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1
2920-4	Librarian 12 Mo (Assoc Lib -12)	4	1	Male	0	0	0	0	0	0	0	0
				Female	4	3	0	0	0	0	0	1
2920-5	Librarian 12 Mo (Librarian -12)	3	0	Male	0	0	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
3306	Administrator III	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

**California State University, East Bay**  
**Workforce Analysis**

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**Organizational Unit:** 13500 - Library

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
	Grand Total #	32	20	Male #	8	3	0	3	2	0	0	0
	Grand Total %		62.5	Male %	25.0	9.4	0.0	9.4	6.3	0.0	0.0	0.0
				Female #	24	9	3	2	7	0	0	3
				Female%	75.0	28.1	9.4	6.3	21.9	0.0	0.0	9.4

**California State University, East Bay**  
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Snapshot Date: 10/31/2022

**Organizational Unit:** 13600 - University Extension

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1615	Instructional Support Tech I	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
820	GRAPHIC DESIGNER -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1
800	PUBLIC AFFAIRS/COMMUNICATION SPECIALIST -12 MONTH	2	1	Male	1	0	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1038-3	Admin Analyst/Spclst 12 Mo (AA/S-12Mo-EII)	3	0	Male	2	2	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1038-2	Admin Analyst/Spclst 12 Mo (AA/S-12Mo-EI)	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0
3312	Administrator II	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3300	Administrator IV	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		12	5	Male #	6	4	0	1	1	0	0	0
Grand Total %			41.7	Male %	50.0	33.3	0.0	8.3	8.3	0.0	0.0	0.0
				Female #	6	3	0	1	1	0	0	1
				Female%	50.0	25.0	0.0	8.3	8.3	0.0	0.0	8.3

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 13611 - American Language Program(ALP)

				Total		Total							
Job Code	Job Title	EMP	MIN	EMP		W	AA	H	A	NA	PI	2+	
1035-2	Admin Support Coord 12 Mo (ASC-12MO-CII)	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	0	
3086-1	Student Services Professional IV (SSP IV/A)	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	0	
Grand Total #		2	2	Male #	0	0	0	0	0	0	0	0	
Grand Total %			100.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	2	0	0	0	2	0	0	0	
				Female%	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 13613 - Center for Intl Educ (CIE)

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1032-1	Admin Support Assistant 12 Mo (ASA-12MO-AI)	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
1038-1	Admin Analyst/Spclst 12 Mo (AA/S-12Mo-NE)	2	2	Male	1	0	0	0	1	0	0	0
				Female	1	0	0	1	0	0	0	0
3082	Student Services Professional II SSP IIA	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
3084-1	Student Services Professional III (SSP III/A)	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
1038-2	Admin Analyst/Spclst 12 Mo (AA/S-12Mo-EI)	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0
3086-1	Student Services Professional IV (SSP IV/A)	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	0	0	1	0	0	0
3312	Administrator II	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		11	7	Male #	2	1	0	0	1	0	0	0
Grand Total %			63.6	Male %	18.2	9.1	0.0	0.0	9.1	0.0	0.0	0.0
				Female #	9	3	2	1	3	0	0	0
				Female%	81.8	27.3	18.2	9.1	27.3	0.0	0.0	0.0

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 13620 - Domestic Programs

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1038-2	Admin Analyst/Spclst 12 Mo (AA/S-12Mo-EI)	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	0	0	0	1	
3084-1	Student Services Professional III (SSP III/A)	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
3082	Student Services Professional II SSP IIA	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	1	0	0	0	0	0	
5182	Extended Ed Specialist II	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 (AA/S-12Mo-EII)	1	1	Male	1	0	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
3312	Administrator II	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		6	3	Male #	2	1	1	0	0	0	0	0	
Grand Total %			50.0	Male %	33.3	16.7	16.7	0.0	0.0	0.0	0.0	0.0	
				Female #	4	2	1	0	0	0	0	1	
				Female%	66.7	33.3	16.7	0.0	0.0	0.0	0.0	16.7	



**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 13630 - Osher Life Long Learning(OLLI)

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

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 13640 - Special Session

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1035-1	Admin Support Coord 12 Mo (ASC-12MO-CI)	3	2	Male	1	1	0	0	0	0	0	0	
				Female	2	0	0	1	1	0	0	0	
1032-2	Admin Support Assistant 12 Mo (ASA-12MO-AII)	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
5181	Extended Ed Specialist I	2	1	Male	0	0	0	0	0	0	0	0	
				Female	2	1	0	0	1	0	0	0	
3086-1	Student Services Professional IV (SSP IV/A)	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 (AA/S-12Mo-EII)	1	1	Male	1	0	0	0	0	0	1	0	
				Female	0	0	0	0	0	0	0	0	
3312	Administrator II	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	0	
Grand Total #		9	6	Male #	2	1	0	0	0	0	1	0	
Grand Total %			66.7	Male %	22.2	11.1	0.0	0.0	0.0	0.0	11.1	0.0	
				Female #	7	2	0	2	3	0	0	0	
				Female%	77.8	22.2	0.0	22.2	33.3	0.0	0.0	0.0	

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 13650 - Budget

				Total		Total							
Job Code	Job Title	EMP	MIN	EMP		W	AA	H	A	NA	PI	2+	
1038-3	Admin Analyst/Spclst 12 Mo (AA/S-12Mo-EII)	3	3	Male	0	0	0	0	0	0	0	0	
				Female	3	0	1	1	1	0	0	0	
3312	Administrator II	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	1	0	0	0	0	0	0
Grand Total #		4	4	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 #	4	0	2	1	1	0	0	0	
				Female%	100.0	0.0	50.0	25.0	25.0	0.0	0.0	0.0	

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 13670 - Facilities Reservations

		Total		Total								
Job Code	Job Title	EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038-2	Admin Analyst/Spclst 12 Mo (AA/S-12Mo-EI)	1	1	Male	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0
Grand Total #		1	1	Male #	0	0	0	0	0	0	0	
Grand Total %			100.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	1	0	0	1	0	0	0	
				Female%	100.0	0.0	0.0	100.0	0.0	0.0	0.0	

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 13700 - Finance

				Total		Total							
Job Code	Job Title	EMP	MIN			EMP	W	AA	H	A	NA	PI	2+
1035-1	Admin Support Coord 12 Mo (ASC-12MO-CI)	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0	
3306	Administrator III	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0	
Grand Total #		2	2	Male #	0	0	0	0	0	0	0	0	0
Grand Total %			100.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	2	0	0	0	2	0	0	0	0
				Female%	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 13710 - Finance Support Unit

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1038-3	Admin Analyst/Spclst 12 Mo (AA/S-12Mo-EII)	3	3	Male	1	0	0	0	0	0	0	1
				Female	2	0	1	1	0	0	0	0
Grand Total #		3	3	Male #	1	0	0	0	0	0	0	1
Grand Total %			100.0	Male %	33.3	0.0	0.0	0.0	0.0	0.0	0.0	33.3
				Female #	2	0	1	1	0	0	0	0
				Female%	66.7	0.0	33.3	33.3	0.0	0.0	0.0	0.0

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 13752 - Cashiers and Student Finance

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1758	Collections Rep I	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
1741	Accounting Technician II	2	1	Male	1	0	1	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
1740	Accounting Technician III	3	3	Male	2	0	0	0	2	0	0	0	
				Female	1	0	0	0	1	0	0	0	
1038-3	Admin Analyst/Spclst 12 Mo (AA/S-12Mo-EII)	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
3312	Administrator II	2	1	Male	1	1	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	0	
Grand Total #		9	5	Male #	5	2	1	0	2	0	0	0	
Grand Total %			55.6	Male %	55.6	22.2	11.1	0.0	22.2	0.0	0.0	0.0	
				Female #	4	2	0	0	2	0	0	0	
				Female%	44.4	22.2	0.0	0.0	22.2	0.0	0.0	0.0	

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 13753 - General Accounting

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1741	Accounting Technician II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
4555	Accountant II	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	1	1	0	0	0
4556	Accountant III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
3312	Administrator II	2	2	Male	1	0	0	0	1	0	0	0
				Female	1	0	0	0	1	0	0	0
Grand Total #		6	6	Male #	1	0	0	0	1	0	0	0
Grand Total %			100.0	Male %	16.7	0.0	0.0	0.0	16.7	0.0	0.0	0.0
				Female #	5	0	0	1	4	0	0	0
				Female%	83.3	0.0	0.0	16.7	66.7	0.0	0.0	0.0



**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 13754 - Sponsored Progs Fiscal Svcs

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
4555	Accountant II	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

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 13755 - Donor Funds Fiscal Svcs

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
4555	Accountant II	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	

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 13760 - Bay Card

		Total		Total								
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1038-3	Admin Analyst/Spclst 12 Mo (AA/S-12Mo-EII)	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

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 13800 - Payroll

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1100	Payroll Technician I	2	2	Male	0	0	0	0	0	0	0	0	
				Female	2	0	0	2	0	0	0	0	
1032-2	Admin Support Assistant 12 Mo (ASA-12MO-All)	1	1	Male	1	0	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0	0	
1101	Payroll Technician II	3	3	Male	0	0	0	0	0	0	0	0	
				Female	3	0	0	2	0	0	1	0	
3312	Administrator II	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		7	7	Male #	2	0	0	1	1	0	0	0	
Grand Total %			100.0	Male %	28.6	0.0	0.0	14.3	14.3	0.0	0.0	0.0	
				Female #	5	0	0	4	0	0	1	0	
				Female%	71.4	0.0	0.0	57.1	0.0	0.0	14.3	0.0	

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 13850 - Procurement Services

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1549	Property Clerk II	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
4792	Buyer II	2	2	Male	2	0	0	1	1	0	0	0	
				Female	0	0	0	0	0	0	0	0	
1038-3	Admin Analyst/Spclst 12 Mo (AA/S-12Mo-EII)	3	2	Male	1	1	0	0	0	0	0	0	
				Female	2	0	1	0	1	0	0	0	
3312	Administrator II	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		7	4	Male #	5	3	0	1	1	0	0	0	
Grand Total %			57.1	Male %	71.4	42.9	0.0	14.3	14.3	0.0	0.0	0.0	
				Female #	2	0	1	0	1	0	0	0	
				Female%	28.6	0.0	14.3	0.0	14.3	0.0	0.0	0.0	

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 13852 - Accounts Payable

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1741	Accounting Technician II	4	3	Male	0	0	0	0	0	0	0	0
				Female	4	1	1	1	1	0	0	0
3318	Administrator I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	1	0
Grand Total #		5	4	Male #	0	0	0	0	0	0	0	0
Grand Total %			80.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	5	1	1	1	1	0	1	0
				Female%	100.0	20.0	20.0	20.0	20.0	0.0	20.0	0.0

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 13860 - Shipping & Receiving

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1508	Warehouse Worker	2	2	Male	2	0	1	1	0	0	0	0	
				Female	0	0	0	0	0	0	0		
3312	Administrator II	1	1	Male	1	0	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0		
Grand Total #		3	3	Male #	3	0	2	1	0	0	0	0	
Grand Total %			100.0	Male %	100.0	0.0	66.7	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	

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 13870 - Duplicating Services

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1481	Reprographics Specialist II	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



**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 13880 - Risk Mgmt & Internal Control

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1035-2	Admin Support Coord 12 Mo (ASC-12MO-CII)	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
1038-3	Admin Analyst/Spclst 12 Mo (AA/S-12Mo-EII)	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3312	Administrator II	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		3	2	Male #	2	1	0	0	1	0	0	0
Grand Total %			66.7	Male %	66.7	33.3	0.0	0.0	33.3	0.0	0.0	0.0
				Female #	1	0	1	0	0	0	0	0
				Female%	33.3	0.0	33.3	0.0	0.0	0.0	0.0	0.0

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 13895 - Investigations

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

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 13900 - Facilities Develop & Operation

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

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 13950 - FDO - Planning Design & Constr

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1038-3	Admin Analyst/Spclst 12 Mo (AA/S-12Mo-EII)	4	3	Male	1	0	0	0	1	0	0	0	
				Female	3	1	0	2	0	0	0	0	
3024	Drafting Technician II	1	1	Male	1	0	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0	0	
1038-4	Admin Analyst/Spclst 12 Mo (AA/S-12Mo-E3)	2	2	Male	0	0	0	0	0	0	0	0	
				Female	2	0	0	0	2	0	0	0	
3312	Administrator II	1	1	Male	1	0	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		8	7	Male #	3	0	0	0	3	0	0	0	
Grand Total %			87.5	Male %	37.5	0.0	0.0	0.0	37.5	0.0	0.0	0.0	
				Female #	5	1	0	2	2	0	0	0	
				Female%	62.5	12.5	0.0	25.0	25.0	0.0	0.0	0.0	

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 14000 - Environmental Health & Safety

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

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 14050 - FDO - Business Operations

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1035-2	Admin Support Coord 12 Mo (ASC-12MO-CII)	3	1	Male	1	1	0	0	0	0	0	0	
				Female	2	1	0	1	0	0	0	0	
1038-2	Admin Analyst/Spclst 12 Mo (AA/S-12Mo-EI)	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	1	0	0	0	0	0	
1038-3	Admin Analyst/Spclst 12 Mo (AA/S-12Mo-EII)	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
3312	Administrator II	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	0	0	0	0	1
Grand Total #		6	4	Male #	2	1	0	1	0	0	0	0	
Grand Total %			66.7	Male %	33.3	16.7	0.0	16.7	0.0	0.0	0.0	0.0	
				Female #	4	1	1	1	0	0	0	1	
				Female%	66.7	16.7	16.7	16.7	0.0	0.0	0.0	16.7	

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 14160 - FDO - Sustain,Energy&Utilities

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

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 14200 - FDO - Maintenance

Job Code	Job Title	Total			Total							
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
6251	Facilities Worker II	2	2	Male	2	0	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6526	Painter	2	2	Male	2	0	1	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6270	Auto/Equipment Mechanic	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6642	Locksmith	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6940	Facilities Maintenance Mech	3	1	Male	3	2	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6702	Building Service Engineer	4	2	Male	4	2	1	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
6533	Electrician	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6699	Air Cond/Refrig Mechanic	1	1	Male	1	0	0	0	0	0	1	0
				Female	0	0	0	0	0	0	0	0
6549	Plumber	2	2	Male	1	0	0	1	0	0	0	0
				Female	1	0	1	0	0	0	0	0
6475	Lead Carpenter	2	2	Male	2	0	2	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6524	Sprvsng Painter	1	1	Male	1	0	0	0	0	0	1	0
				Female	0	0	0	0	0	0	0	0
6644	Supervising Locksmith	1	1	Male	1	0	0	0	0	1	0	0
				Female	0	0	0	0	0	0	0	0
6265	Facilities Project Supv	2	1	Male	2	1	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6547	Sprvsng Plumber	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0



**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 14200 - FDO - Maintenance

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
6534	Sprvsng Electrician	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
6700	Sprvsng Building Svc Engr	1	1	Male	1	0	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		26	17	Male #	25	9	8	4	1	1	2	0	
Grand Total %			65.4	Male %	96.2	34.6	30.8	15.4	3.8	3.8	7.7	0.0	
				Female #	1	0	1	0	0	0	0	0	
				Female%	3.8	0.0	3.8	0.0	0.0	0.0	0.0	0.0	

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 14250 - FDO - Grounds

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
731	Groundsworker	4	4	Male	3	0	0	3	0	0	0	0	
				Female	1	0	0	0	0	0	0	1	
6223	Laborer	2	1	Male	2	1	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
6363	Light Auto Equipment Operator	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
739	Pest Control And Spray Spclst	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
735	Irrigation Specialist	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
726	Lead Groundsworker	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
1038-3	Admin Analyst/Spclst 12 Mo (AA/S-12Mo-EII)	1	1	Male	1	0	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0	0	
1038-1	Admin Analyst/Spclst 12 Mo (AA/S-12Mo-NE)	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
3312	Administrator II	1	1	Male	1	0	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		13	9	Male #	12	4	1	6	1	0	0	0	
Grand Total %			69.2	Male %	92.3	30.8	7.7	46.2	7.7	0.0	0.0	0.0	
				Female #	1	0	0	0	0	0	0	1	
				Female%	7.7	0.0	0.0	0.0	0.0	0.0	0.0	7.7	

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 14300 - FDO - Custodial

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2010	Custodian	45	44	Male	28	1	6	13	5	0	3	0	
				Female	17	0	1	14	2	0	0	0	
2015	Lead Custodian	4	4	Male	3	0	1	0	1	0	1	0	
				Female	1	0	1	0	0	0	0	0	
1038-2	Admin Analyst/Spclst 12 Mo (AA/S-12Mo-EI)	1	1	Male	1	0	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
3318	Administrator I	2	2	Male	2	0	0	1	1	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		52	51	Male #	34	1	8	14	7	0	4	0	
Grand Total %			98.1	Male %	65.4	1.9	15.4	26.9	13.5	0.0	7.7	0.0	
				Female #	18	0	2	14	2	0	0	0	
				Female%	34.6	0.0	3.8	26.9	3.8	0.0	0.0	0.0	

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 14350 - Human Resources

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1170-2	Cnfdntl Office Support 12 Mo (Conf OS-12Mo B)	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1176-1	Cnfdntl Admin Support 12 Mo (Conf AS-12Mo A)	3	2	Male	0	0	0	0	0	0	0	0
				Female	3	1	2	0	0	0	0	0
1176-2	Cnfdntl Admin Support 12 Mo (Conf AS-12Mo B)	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3312	Administrator II	4	3	Male	1	0	0	0	1	0	0	0
				Female	3	1	1	0	0	1	0	0
1173	Cnfdntl Tech Support 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3306	Administrator III	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		11	9	Male #	3	0	1	1	1	0	0	0
Grand Total %			81.8	Male %	27.3	0.0	9.1	9.1	9.1	0.0	0.0	0.0
				Female #	8	2	3	2	0	1	0	0
				Female%	72.7	18.2	27.3	18.2	0.0	9.1	0.0	0.0

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 14410 - Intercollegiate Athletics

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1032-2	Admin Support Assistant 12 Mo (ASA-12MO-AII)	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1038-2	Admin Analyst/Spclst 12 Mo (AA/S-12Mo-EI)	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3084-1	Student Services Professional III (SSP III/A)	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2382	Coaching Assistant 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		4	1	Male #	1	1	0	0	0	0	0	0
Grand Total %			25.0	Male %	25.0	25.0	0.0	0.0	0.0	0.0	0.0	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

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 14411 - Men's Baseball

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2382	Coaching Assistant 12 Mo	2	1	Male	2	1	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
2376	Coach 12 Mo	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	

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 14412 - Men's Basketball

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
2382	Coaching Assistant 12 Mo	2	2	Male	2	0	1	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2373	Head Coach 12 Mo	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 #	3	1	1	1	0	0	0	0
Grand Total %			66.7	Male %	100.0	33.3	33.3	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

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 14413 - Men's Cross Country/Track

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
2382	Coaching Assistant 12 Mo	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		1	1	Male #	1	0	0	1	0	0	0	0
Grand Total %			100.0	Male %	100.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0
				Female #	0	0	0	0	0	0	0	0
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0



**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 14414 - Men's Golf

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2382	Coaching Assistant 12 Mo	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
2373	Head Coach 12 Mo	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	

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 14415 - Men's Soccer

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
2382	Coaching Assistant 12 Mo	2	2	Male	2	0	0	1	0	0	0	1
				Female	0	0	0	0	0	0	0	0
Grand Total #		2	2	Male #	2	0	0	1	0	0	0	1
Grand Total %			100.0	Male %	100.0	0.0	0.0	50.0	0.0	0.0	0.0	50.0
				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

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 14421 - Women's Basketball

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
2382	Coaching Assistant 12 Mo	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	2	0	0	0	0	0
2373	Head Coach 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	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	2	0	0	0	0	0
				Female%	100.0	33.3	66.7	0.0	0.0	0.0	0.0	0.0

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 14424 - Women's Soccer

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
2382	Coaching Assistant 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		1	0	Male #	0	0	0	0	0	0	0	0
Grand Total %			0.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	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

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 14425 - Women's Softball

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
2382	Coaching Assistant 12 Mo	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2376	Coach 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	1	0
Grand Total #		3	1	Male #	0	0	0	0	0	0	0	0
Grand Total %			33.3	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	3	2	0	0	0	0	1	0
				Female%	100.0	66.7	0.0	0.0	0.0	0.0	33.3	0.0

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 14426 - Women's Swimming

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2382	Coaching Assistant 12 Mo	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
2373	Head Coach 12 Mo	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	

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 14427 - Women's Volleyball

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2382	Coaching Assistant 12 Mo	2	2	Male	0	0	0	0	0	0	0	0	
				Female	2	0	1	0	0	0	0	1	
2376	Coach 12 Mo	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	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	1	0	0	0	0	1	
				Female%	100.0	33.3	33.3	0.0	0.0	0.0	0.0	33.3	

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 14428 - Women's Water Polo

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2382	Coaching Assistant 12 Mo	2	1	Male	0	0	0	0	0	0	0	0	
				Female	2	1	0	1	0	0	0	0	
2373	Head Coach 12 Mo	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		3	1	Male #	0	0	0	0	0	0	0	0	
Grand Total %			33.3	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	3	2	0	1	0	0	0	0	
				Female%	100.0	66.7	0.0	33.3	0.0	0.0	0.0	0.0	



**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 14431 - Athletic Training

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
8180	Athletic Trainer I 12 Mo	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		1	1	Male #	1	0	0	0	1	0	0	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

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 14434 - Student Services / Compliance

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
8180	Athletic Trainer I 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	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	1	0	0	0	0	0
				Female%	100.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 14450 - Educational Opportunity Prog

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
3079-1	Student Services Professional I (SSP I/A)	1	1	Male	1	0	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0		
1035-1	Admin Support Coord 12 Mo (ASC-12MO-CI)	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	1	0	0	0	0	0	
3079-2	Student Services Professional I (SSP I/B)	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 (ASC-12MO-CII)	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	0	
3082	Student Services Professional II SSP IIA	3	3	Male	1	0	0	0	0	0	1	0	
				Female	2	0	0	2	0	0	0	0	
3084-1	Student Services Professional III (SSP III/A)	6	6	Male	2	0	0	1	0	0	0	1	
				Female	4	0	1	0	2	0	0	1	
3312	Administrator II	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		14	14	Male #	5	0	0	2	1	0	1	1	
Grand Total %			100.0	Male %	35.7	0.0	0.0	14.3	7.1	0.0	7.1	7.1	
				Female #	9	0	3	2	3	0	0	1	
				Female%	64.3	0.0	21.4	14.3	21.4	0.0	0.0	7.1	

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 14500 - Stu Ctr for Acad Achievement

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1035-1	Admin Support Coord 12 Mo (ASC-12MO-CI)	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
1035-2	Admin Support Coord 12 Mo (ASC-12MO-CII)	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
3086-1	Student Services Professional IV (SSP IV/A)	2	0	Male	1	1	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
3312	Administrator II	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		5	0	Male #	2	2	0	0	0	0	0	0	
Grand Total %			0.0	Male %	40.0	40.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	3	3	0	0	0	0	0	0	
				Female%	60.0	60.0	0.0	0.0	0.0	0.0	0.0	0.0	

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 14550 - Counseling Services

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
2436	Post-Masters Counselor Intern	5	4	Male	1	0	0	1	0	0	0	0
				Female	4	1	3	0	0	0	0	0
1038-2	Admin Analyst/Spclst 12 Mo (AA/S-12Mo-EI)	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
3071	Student Services Professional, Academic Related I-AY	3	2	Male	0	0	0	0	0	0	0	0
				Female	3	1	1	0	1	0	0	0
3073	Student Services Professional, Academic Related II-AY	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3072	Student Services Professional, Academic Related II - 12 MONTH	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3070	Student Services Professional, Academic Related I - 12 MONTH	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3312	Administrator II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		13	7	Male #	1	0	0	1	0	0	0	0
Grand Total %			53.8	Male %	7.7	0.0	0.0	7.7	0.0	0.0	0.0	0.0
				Female #	12	6	4	0	2	0	0	0
				Female%	92.3	46.2	30.8	0.0	15.4	0.0	0.0	0.0

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 14650 - Student Equity and Success

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
3079-1	Student Services Professional I (SSP I/A)	2	2	Male	1	0	1	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
420	INFORMATION TECHNOLOGY CONSULTANT -12	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	0	
1038-3	Admin Analyst/Spclst 12 Mo (AA/S-12Mo-EII)	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
3312	Administrator II	1	1	Male	1	0	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		5	5	Male #	2	0	2	0	0	0	0	0	
Grand Total %			100.0	Male %	40.0	0.0	40.0	0.0	0.0	0.0	0.0	0.0	
				Female #	3	0	0	2	1	0	0	0	
				Female%	60.0	0.0	0.0	40.0	20.0	0.0	0.0	0.0	

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 14651 - Veteran Student Services

				Total		Total						
Job Code	Job Title	EMP	MIN	EMP		W	AA	H	A	NA	PI	2+
3084-1	Student Services Professional III (SSP III/A)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	1	0	1	0	0	0
Grand Total #		2	2	Male #	0	0	0	0	0	0	0	0
Grand Total %			100.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	2	0	1	0	1	0	0	0
				Female%	100.0	0.0	50.0	0.0	50.0	0.0	0.0	0.0

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 14652 - Gaining Access N Acad Success

				Total		Total							
Job Code	Job Title	EMP	MIN			EMP	W	AA	H	A	NA	PI	2+
3084-1	Student Services Professional III (SSP III/A)	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
3086-1	Student Services Professional IV (SSP IV/A)	1	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
Grand Total #		2	2	Male #	1	0	0	1	0	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	0.0
				Female #	1	0	0	1	0	0	0	0	0
				Female%	50.0	0.0	0.0	50.0	0.0	0.0	0.0	0.0	0.0



**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 14653 - Sankofa

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
3082	Student Services Professional II SSP IIA	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3084-1	Student Services Professional III (SSP III/A)	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	1	0	0	0	0	0
Grand Total %			100.0	Male %	50.0	0.0	50.0	0.0	0.0	0.0	0.0	0.0
				Female #	1	0	1	0	0	0	0	0
				Female%	50.0	0.0	50.0	0.0	0.0	0.0	0.0	0.0

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 14654 - AAPI

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
3079-2	Student Services Professional I (SSP I/B)	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	0	
3082	Student Services Professional II SSP IIA	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 #	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	0	0	1	0	0	0	
				Female%	50.0	0.0	0.0	0.0	50.0	0.0	0.0	0.0	

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 14660 - Equity and Belonging

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

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 14750 - Accessibility Services

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1035-1	Admin Support Coord 12 Mo (ASC-12MO-CI)	2	1	Male	1	0	1	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
1035-2	Admin Support Coord 12 Mo (ASC-12MO-CII)	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
3084-1	Student Services Professional III (SSP III/A)	3	2	Male	2	0	0	0	0	0	0	2	
				Female	1	1	0	0	0	0	0	0	
420	INFORMATION TECHNOLOGY CONSULTANT -12	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
7168	Lead Interpreter	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	0	
3312	Administrator II	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		9	5	Male #	4	1	1	0	0	0	0	2	
Grand Total %			55.6	Male %	44.4	11.1	11.1	0.0	0.0	0.0	0.0	22.2	
				Female #	5	3	0	1	1	0	0	0	
				Female%	55.6	33.3	0.0	11.1	11.1	0.0	0.0	0.0	

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 14751 - College Link Program

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1035-2	Admin Support Coord 12 Mo (ASC-12MO-CII)	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1038-2	Admin Analyst/Spclst 12 Mo (AA/S-12Mo-EI)	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

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 14800 - Stdnt Conduct, Rights & Resp

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

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 14850 - Stu Life & Leadership

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1038-1	Admin Analyst/Spclst 12 Mo (AA/S-12Mo-NE)	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	1	0	0	0	0	0	
3084-1	Student Services Professional III (SSP III/A)	2	2	Male	0	0	0	0	0	0	0	0	
				Female	2	0	0	0	2	0	0	0	
3086-1	Student Services Professional IV (SSP IV/A)	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
3312	Administrator II	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	0	0	1	0	
Grand Total #		5	5	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 #	5	0	1	1	2	0	1	0	
				Female%	100.0	0.0	20.0	20.0	40.0	0.0	20.0	0.0	

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 14851 - Diversity Center

		Total		Total								
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1035-2	Admin Support Coord 12 Mo (ASC-12MO-CII)	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



**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 14900 - Acad Advising & Career Educ

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
3079-1	Student Services Professional I (SSP I/A)	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	0	0	0	1	
1038-1	Admin Analyst/Spclst 12 Mo (AA/S-12Mo-NE)	1	1	Male	1	0	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0	0	
3084-1	Student Services Professional III (SSP III/A)	7	4	Male	3	2	0	1	0	0	0	0	
				Female	4	1	0	1	2	0	0	0	
3086-1	Student Services Professional IV (SSP IV/A)	3	3	Male	1	0	0	1	0	0	0	0	
				Female	2	0	0	1	0	0	0	1	
3312	Administrator II	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		13	9	Male #	5	2	0	2	1	0	0	0	
Grand Total %			69.2	Male %	38.5	15.4	0.0	15.4	7.7	0.0	0.0	0.0	
				Female #	8	2	0	2	2	0	0	2	
				Female%	61.5	15.4	0.0	15.4	15.4	0.0	0.0	15.4	

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 14940 - Campus Life

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

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 14950 - Housing and Residential Life

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
3079-2	Student Services Professional I (SSP I/B)	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1035-2	Admin Support Coord 12 Mo (ASC-12MO-CII)	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1
1038-2	Admin Analyst/Spclst 12 Mo (AA/S-12Mo-EI)	2	2	Male	1	0	0	0	1	0	0	0
				Female	1	0	0	1	0	0	0	0
3082	Student Services Professional II SSP IIA	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	0	0	0	1
3084-1	Student Services Professional III (SSP III/A)	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
420	INFORMATION TECHNOLOGY CONSULTANT -12	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
1038-3	Admin Analyst/Spclst 12 Mo (AA/S-12Mo-EII)	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
3312	Administrator II	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0
Grand Total #		12	9	Male #	3	0	1	0	2	0	0	0
Grand Total %			75.0	Male %	25.0	0.0	8.3	0.0	16.7	0.0	0.0	0.0
				Female #	9	3	0	3	1	0	0	2
				Female%	75.0	25.0	0.0	25.0	8.3	0.0	0.0	16.7

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 14960 - University Union Operations

		Total		Total								
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1032-2	Admin Support Assistant 12 Mo (ASA-12MO-All)	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
1038-1	Admin Analyst/Spclst 12 Mo (AA/S-12Mo-NE)	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
1038-2	Admin Analyst/Spclst 12 Mo (AA/S-12Mo-EI)	2	2	Male	1	0	0	0	0	0	1	0
				Female	1	0	1	0	0	0	0	0
Grand Total #		4	4	Male #	2	0	0	0	1	0	1	0
Grand Total %			100.0	Male %	50.0	0.0	0.0	0.0	25.0	0.0	25.0	0.0
				Female #	2	0	1	0	1	0	0	0
				Female%	50.0	0.0	25.0	0.0	25.0	0.0	0.0	0.0

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 14970 - Recreation and Wellness

				Total		Total							
Job Code	Job Title	EMP	MIN	EMP		W	AA	H	A	NA	PI	2+	
1038-2	Admin Analyst/Spclst 12 Mo (AA/S-12Mo-EI)	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	1	0	0	0	0	0	
3312	Administrator II	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		2	1	Male #	0	0	0	0	0	0	0	0	
Grand Total %			50.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	2	1	1	0	0	0	0	0	
				Female%	100.0	50.0	50.0	0.0	0.0	0.0	0.0	0.0	

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 14980 - Student Support Services

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

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 14990 - Student Success Centers

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
3086-1	Student Services Professional IV (SSP IV/A)	3	3	Male	1	0	0	1	0	0	0	0
				Female	2	0	0	1	1	0	0	0
Grand Total #		3	3	Male #	1	0	0	1	0	0	0	0
Grand Total %			100.0	Male %	33.3	0.0	0.0	33.3	0.0	0.0	0.0	0.0
				Female #	2	0	0	1	1	0	0	0
				Female%	66.7	0.0	0.0	33.3	33.3	0.0	0.0	0.0

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 15000 - Student Health Services

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
8137	Clinical Assistant	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
1035-1	Admin Support Coord 12 Mo (ASC-12MO-CI)	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
7922	Phlebotomist/Clinical Lab Asst	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
8148	Medical Assistant	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	1	1	0	0	0
1038-2	Admin Analyst/Spclst 12 Mo (AA/S-12Mo-EI)	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
5210	Health Services Assistant	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
8157	Registered Nurse III	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
8166-1	Nurse Practitioner (NUR PRACT-A)	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8166-8	Nurse Practitioner (NUR PRACT-E)	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
7992	Pharmacist I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
7993	Pharmacist II	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
7737-8	Physician (10C)	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
7750	PHYSICIAN - SPECIALTY SERVICES	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0



**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 15000 - Student Health Services

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
	Grand Total #	15	14	Male #	3	0	0	0	3	0	0	0
	Grand Total %		93.3	Male %	20.0	0.0	0.0	0.0	20.0	0.0	0.0	0.0
				Female #	12	1	2	1	8	0	0	0
				Female%	80.0	6.7	13.3	6.7	53.3	0.0	0.0	0.0

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 15010 - Health and Wellness Svcs

		Total		Total								
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
8145	Health Education Assistant	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1
8147	Health Educator	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0
3312	Administrator II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
Grand Total #		4	3	Male #	0	0	0	0	0	0	0	0
Grand Total %			75.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	4	1	0	1	1	0	0	1
				Female%	100.0	25.0	0.0	25.0	25.0	0.0	0.0	25.0

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 15050 - University Police Department

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
8820-1	Community Service Spec 12 Mo (CSS-12MO/1)	2	2	Male	1	0	0	1	0	0	0	0
				Female	1	0	0	0	1	0	0	0
1035-2	Admin Support Coord 12 Mo (ASC-12MO-CII)	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 (CSS-12MO/2)	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1038-1	Admin Analyst/Spclst 12 Mo (AA/S-12Mo-NE)	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 (AA/S-12Mo-EII)	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
8350	Police Officer	5	4	Male	5	1	0	2	2	0	0	0
				Female	0	0	0	0	0	0	0	0
8365	Corporal	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
8354	Sergeant	4	4	Male	4	0	2	1	1	0	0	0
				Female	0	0	0	0	0	0	0	0
3312	Administrator II	2	1	Male	1	0	0	0	1	0	0	0
				Female	1	1	0	0	0	0	0	0
3306	Administrator III	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		20	16	Male #	14	2	3	5	4	0	0	0
Grand Total %			80.0	Male %	70.0	10.0	15.0	25.0	20.0	0.0	0.0	0.0
				Female #	6	2	1	1	2	0	0	0
				Female%	30.0	10.0	5.0	5.0	10.0	0.0	0.0	0.0

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 15100 - Parking and Alt Transp Service

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
8810-2	Parking Officer 12 Mo II	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1035-1	Admin Support Coord 12 Mo (ASC-12MO-CI)	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	1	0	0	0	0	0
3318	Administrator I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
Grand Total #		4	3	Male #	1	0	1	0	0	0	0	0
Grand Total %			75.0	Male %	25.0	0.0	25.0	0.0	0.0	0.0	0.0	0.0
				Female #	3	1	1	1	0	0	0	0
				Female%	75.0	25.0	25.0	25.0	0.0	0.0	0.0	0.0

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 15400 - ITS Info Tech Solutions

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

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 15540 - ITS Enterprise Info Svcs

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
420	INFORMATION TECHNOLOGY CONSULTANT -12	5	4	Male	2	0	0	0	2	0	0	0
				Female	3	1	0	0	2	0	0	0
3318	Administrator I	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		6	4	Male #	2	0	0	0	2	0	0	0
Grand Total %			66.7	Male %	33.3	0.0	0.0	0.0	33.3	0.0	0.0	0.0
				Female #	4	2	0	0	2	0	0	0
				Female%	66.7	33.3	0.0	0.0	33.3	0.0	0.0	0.0

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 15550 - ITS Technology Development

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
420	INFORMATION TECHNOLOGY CONSULTANT -12	7	4	Male	4	3	0	0	1	0	0	0
				Female	3	0	0	1	2	0	0	0
1038-3	Admin Analyst/Spclst 12 Mo (AA/S-12Mo-EII)	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 (AA/S-12Mo-EI)	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3312	Administrator II	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		10	5	Male #	6	4	0	0	2	0	0	0
Grand Total %			50.0	Male %	60.0	40.0	0.0	0.0	20.0	0.0	0.0	0.0
				Female #	4	1	0	1	2	0	0	0
				Female%	40.0	10.0	0.0	10.0	20.0	0.0	0.0	0.0

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 15570 - ITS Innovations Engineering

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1038-2	Admin Analyst/Spclst 12 Mo (AA/S-12Mo-EI)	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
420	INFORMATION TECHNOLOGY CONSULTANT -12	8	7	Male	5	1	2	1	0	0	1	0
				Female	3	0	0	1	2	0	0	0
400	ANALYST/PROGRAMMER -12	5	4	Male	4	1	0	0	3	0	0	0
				Female	1	0	0	0	1	0	0	0
3312	Administrator II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
Grand Total #		15	13	Male #	9	2	2	1	3	0	1	0
Grand Total %			86.7	Male %	60.0	13.3	13.3	6.7	20.0	0.0	6.7	0.0
				Female #	6	0	0	1	5	0	0	0
				Female%	40.0	0.0	0.0	6.7	33.3	0.0	0.0	0.0



**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 15610 - ITS Operations & Innovation

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
420	INFORMATION TECHNOLOGY CONSULTANT -12	16	11	Male	15	5	1	3	4	0	2	0
				Female	1	0	1	0	0	0	0	0
3312	Administrator II	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		17	11	Male #	16	6	1	3	4	0	2	0
Grand Total %			64.7	Male %	94.1	35.3	5.9	17.6	23.5	0.0	11.8	0.0
				Female #	1	0	1	0	0	0	0	0
				Female%	5.9	0.0	5.9	0.0	0.0	0.0	0.0	0.0

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 15620 - ITS Security & Infrastructure

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
450	OPERATIONS SPECIALIST -12	2	1	Male	1	1	0	0	0	0	0	0	
				Female	1	0	1	0	0	0	0	0	
420	INFORMATION TECHNOLOGY CONSULTANT -12	4	3	Male	4	1	2	0	1	0	0	0	
				Female	0	0	0	0	0	0	0	0	
440	EQUIPMENT SYSTEMS SPECIALIST -12	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
430	NETWORK ANALYST -12	3	3	Male	3	0	0	1	2	0	0	0	
				Female	0	0	0	0	0	0	0	0	
400	ANALYST/PROGRAMMER -12	1	1	Male	1	0	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0	0	
410	OPERATING SYSTEMS ANALYST -12	2	1	Male	2	1	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		13	10	Male #	12	3	2	2	5	0	0	0	
Grand Total %			76.9	Male %	92.3	23.1	15.4	15.4	38.5	0.0	0.0	0.0	
				Female #	1	0	1	0	0	0	0	0	
				Female%	7.7	0.0	7.7	0.0	0.0	0.0	0.0	0.0	

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 16000 - Advancement Services

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1038-3	Admin Analyst/Spclst 12 Mo (AA/S-12Mo-EII)	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
3312	Administrator II	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	1	0	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	

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 16050 - Alumni Relations

		Total		Total								
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1038-2	Admin Analyst/Spclst 12 Mo (AA/S-12Mo-EI)	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
Grand Total #		2	1	Male #	1	1	0	0	0	0	0	0
Grand Total %			50.0	Male %	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	1	0	1	0	0	0	0	0
				Female%	50.0	0.0	50.0	0.0	0.0	0.0	0.0	0.0

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 16100 - Annual Fund

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

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 16150 - Communications and Marketing

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
800	PUBLIC AFFAIRS/COMMUNICATION SPECIALIST -12 MONTH	2	2	Male	0	0	0	0	0	0	0	0	
				Female	2	0	0	1	0	0	0	1	
1035-2	Admin Support Coord 12 Mo (ASC-12MO-CII)	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	1	0	0	0	0	0	
820	GRAPHIC DESIGNER -12 MONTH	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
810	MEDIA PRODUCTION SPECIALIST -12 MONTH	1	1	Male	1	0	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		5	4	Male #	2	1	0	0	1	0	0	0	
Grand Total %			80.0	Male %	40.0	20.0	0.0	0.0	20.0	0.0	0.0	0.0	
				Female #	3	0	1	1	0	0	0	1	
				Female%	60.0	0.0	20.0	20.0	0.0	0.0	0.0	20.0	

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 16200 - Development

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1038-2	Admin Analyst/Spclst 12 Mo (AA/S-12Mo-EI)	2	2	Male	0	0	0	0	0	0	0	0	
				Female	2	0	0	2	0	0	0	0	
3312	Administrator II	3	1	Male	0	0	0	0	0	0	0	0	
				Female	3	2	0	0	1	0	0	0	
Grand Total #		5	3	Male #	0	0	0	0	0	0	0	0	
Grand Total %			60.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	5	2	0	2	1	0	0	0	
				Female%	100.0	40.0	0.0	40.0	20.0	0.0	0.0	0.0	

**California State University, East Bay**  
**Workforce Analysis**

Snapshot Date: 10/31/2022

**Organizational Unit:** 16250 - Events and Donor Relations

		Total		Total								
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1035-2	Admin Support Coord 12 Mo (ASC-12MO-CII)	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 (AA/S-12Mo-EII)	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3312	Administrator II	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
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



**California State University, East Bay**  
**Workforce Analysis Summary**

Snapshot Date: 10/31/2022

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
10010 - President	3	1	2	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0
10020 - Academic Affairs	2	1	1	2	0	1	0	0	0	0	0	0	1	0	0	0	0	0
10025 - Faculty Affairs	5	0	5	2	0	0	0	0	0	0	0	3	0	1	1	0	0	0
10030 - Administration & Finance	3	0	3	3	0	0	0	0	0	0	0	0	2	1	0	0	0	0
10040 - Student Affairs	3	0	3	3	0	0	0	0	0	0	0	0	0	2	0	0	1	0
10050 - University Advancement	2	0	2	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0
10100 - CLASS	9	1	8	6	0	0	0	1	0	0	0	3	2	1	2	0	0	0
10150 - Anthropology	5	3	2	2	1	0	1	1	0	0	0	2	0	0	0	0	0	0
10200 - Art	36	14	22	9	13	0	1	0	0	0	0	14	0	3	5	0	0	0
10300 - Speech Lang and Hearing Sci	18	1	17	3	0	0	0	1	0	0	0	15	0	0	1	0	0	1
10350 - Criminal Justice Admin	16	8	8	4	5	0	1	1	0	0	1	7	1	0	0	0	0	0
10400 - English	29	9	20	12	6	2	0	1	0	0	0	11	1	4	2	0	1	1
10450 - Ethnic Studies	19	8	11	17	1	1	3	3	0	0	0	1	1	5	4	0	0	0
10500 - Modern Languages & Literatures	12	4	8	7	2	0	2	0	0	0	0	3	1	1	3	0	0	0
10550 - Geography & Environmental Stds	9	4	5	3	2	0	2	0	0	0	0	4	0	0	1	0	0	0
10600 - History	20	12	8	5	7	1	0	3	0	0	1	8	0	0	0	0	0	0
10650 - Human Development	16	5	11	5	4	0	0	1	0	0	0	7	2	0	1	0	0	1
10700 - Communication	18	6	12	7	4	0	1	0	0	0	1	7	2	1	2	0	0	0
10750 - Music	22	14	8	2	13	0	0	1	0	0	0	7	0	0	1	0	0	0
10800 - Philosophy	7	4	3	2	4	0	0	0	0	0	0	1	1	0	1	0	0	0
10850 - Political Science	10	2	8	5	1	0	0	0	0	0	1	4	0	0	3	0	0	1
10900 - Public Affairs & Admin	11	5	6	9	1	3	0	1	0	0	0	1	1	2	1	0	0	1
10950 - Sociology	15	4	11	6	3	1	0	0	0	0	0	6	1	0	3	0	0	1

**California State University, East Bay**  
**Workforce Analysis Summary**

Snapshot Date: 10/31/2022

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
10960 - Social Work	19	4	15	12	1	1	1	1	0	0	0	6	5	1	3	0	0	0
11050 - Theatre & Dance	15	3	12	9	2	1	0	0	0	0	0	4	4	1	3	0	0	0
11150 - Liberal Studies	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
11350 - College of Business & Econ	15	5	10	13	0	0	2	3	0	0	0	2	2	1	4	0	1	0
11400 - Accounting & Finance	16	10	6	10	5	0	0	5	0	0	0	1	1	1	3	0	0	0
11450 - Economics	5	3	2	2	3	0	0	0	0	0	0	0	0	0	2	0	0	0
11500 - Management	38	25	13	23	10	0	0	15	0	0	0	5	1	1	6	0	0	0
11550 - Marketing	10	6	4	7	3	0	0	3	0	0	0	0	0	0	4	0	0	0
11700 - College of Educ & Allied Stds	21	7	14	16	1	3	1	2	0	0	0	4	3	4	3	0	0	0
11700 - College of Educ & Allied Stds	1	0	1	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
11750 - Educational Leadership	17	5	12	8	2	1	1	1	0	0	0	7	5	0	0	0	0	0
11800 - Educational Psychology	51	12	39	20	8	1	1	2	0	0	0	23	3	6	7	0	0	0
11850 - Kinesiology	33	13	20	15	6	0	3	3	0	0	1	12	4	1	2	0	0	1
11900 - Hosp, Rec & Tourism	21	7	14	11	2	2	1	2	0	0	0	8	3	2	1	0	0	0
11950 - Teacher Education	59	14	45	17	12	0	1	1	0	0	0	30	7	2	5	0	0	1
12100 - College of Science	11	2	9	4	2	0	0	0	0	0	0	5	0	1	3	0	0	0
12150 - Biological Sciences	43	16	27	22	9	0	4	3	0	0	0	12	1	7	4	0	1	2
12200 - Chemistry & Biochemistry	22	9	13	10	5	1	1	2	0	0	0	7	1	0	5	0	0	0
12220 - Engineering	16	12	4	9	6	0	1	4	0	0	1	1	1	0	1	0	1	0
12250 - Earth & Environmental Sciences	12	7	5	3	5	0	1	1	0	0	0	4	0	1	0	0	0	0
12300 - Public Health	20	7	13	12	3	1	1	2	0	0	0	5	4	0	4	0	0	0
12351 - Math	25	8	17	16	2	1	4	1	0	0	0	7	0	5	4	0	0	1
12352 - Computer Science	31	17	14	15	9	0	0	8	0	0	0	7	0	1	6	0	0	0

**California State University, East Bay**  
**Workforce Analysis Summary**

Snapshot Date: 10/31/2022

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
12400 - Nursing	53	7	46	26	4	0	0	1	0	1	1	23	4	6	13	0	0	0
12450 - Physics	16	10	6	5	7	1	1	1	0	0	0	4	0	1	1	0	0	0
12500 - Psychology	28	13	15	7	9	1	0	3	0	0	0	12	0	1	2	0	0	0
12550 - Statistics & Biostatistics	20	8	12	12	6	0	0	2	0	0	0	2	2	1	7	0	0	0
12600 - Concord Campus	4	2	2	2	1	0	0	0	1	0	0	1	0	1	0	0	0	0
12630 - Online Campus	12	5	7	7	2	0	1	2	0	0	0	3	0	0	3	0	0	1
12650 - Academic Programs and Services	24	6	18	11	3	0	0	2	0	0	1	10	1	4	3	0	0	0
12670 - General Education	5	4	1	1	4	0	0	0	0	0	0	0	0	1	0	0	0	0
12671 - Peer Academic Coaching Program	2	0	2	1	0	0	0	0	0	0	0	1	0	1	0	0	0	0
12700 - Academic Resources & Planning	7	2	5	6	0	0	1	1	0	0	0	1	0	4	0	0	0	0
12840 - Enrollment Services	2	0	2	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0
12850 - Admissions	23	9	14	18	1	2	3	3	0	0	0	4	3	5	2	0	0	0
12860 - Student Outreach	9	4	5	8	0	1	2	0	0	1	0	1	0	4	0	0	0	0
12870 - Enrollment Information Center	3	0	3	3	0	0	0	0	0	0	0	0	2	1	0	0	0	0
12910 - Student Systems	14	4	10	11	2	0	1	1	0	0	0	1	0	2	5	1	1	0
12950 - Registrar	18	2	16	12	0	1	0	1	0	0	0	6	4	4	1	0	0	1
12990 - Institute for STEM Education	8	2	6	2	2	0	0	0	0	0	0	4	0	1	1	0	0	0
13010 - Financial Aid	7	2	5	5	1	0	1	0	0	0	0	1	1	1	2	0	0	0
13200 - Research & Sponsored Programs	8	1	7	4	0	0	0	1	0	0	0	4	0	0	2	0	1	0
13205 - Student Research Center	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
13300 - Faculty Development	2	0	2	1	0	0	0	0	0	0	0	1	1	0	0	0	0	0
13305 - Center for Community Engagemnt	6	1	5	5	0	0	0	1	0	0	0	1	0	3	1	0	0	0
13350 - Inst. Effectiveness & Research	4	1	3	4	0	0	0	1	0	0	0	0	0	1	2	0	0	0

**California State University, East Bay**  
**Workforce Analysis Summary**

Snapshot Date: 10/31/2022

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
13360 - Testing	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
13500 - Library	32	8	24	20	3	0	3	2	0	0	0	9	3	2	7	0	0	3
13600 - University Extension	12	6	6	5	4	0	1	1	0	0	0	3	0	1	1	0	0	1
13611 - American Language Program(ALP)	2	0	2	2	0	0	0	0	0	0	0	0	0	0	2	0	0	0
13613 - Center for Intl Educ (CIE)	11	2	9	7	1	0	0	1	0	0	0	3	2	1	3	0	0	0
13620 - Domestic Programs	6	2	4	3	1	1	0	0	0	0	0	2	1	0	0	0	0	1
13630 - Osher Life Long Learning(OLLI)	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
13640 - Special Session	9	2	7	6	1	0	0	0	0	1	0	2	0	2	3	0	0	0
13650 - Budget	4	0	4	4	0	0	0	0	0	0	0	0	2	1	1	0	0	0
13670 - Facilities Reservations	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
13700 - Finance	2	0	2	2	0	0	0	0	0	0	0	0	0	0	2	0	0	0
13710 - Finance Support Unit	3	1	2	3	0	0	0	0	0	0	1	0	1	1	0	0	0	0
13752 - Cashiers and Student Finance	9	5	4	5	2	1	0	2	0	0	0	2	0	0	2	0	0	0
13753 - General Accounting	6	1	5	6	0	0	0	1	0	0	0	0	0	1	4	0	0	0
13754 - Sponsored Progs Fiscal Svcs	1	0	1	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
13755 - Donor Funds Fiscal Svcs	1	0	1	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
13760 - Bay Card	1	0	1	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
13800 - Payroll	7	2	5	7	0	0	1	1	0	0	0	0	0	4	0	0	1	0
13850 - Procurement Services	7	5	2	4	3	0	1	1	0	0	0	0	1	0	1	0	0	0
13852 - Accounts Payable	5	0	5	4	0	0	0	0	0	0	0	1	1	1	1	0	1	0
13860 - Shipping & Receiving	3	3	0	3	0	2	1	0	0	0	0	0	0	0	0	0	0	0
13870 - Duplicating Services	1	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
13880 - Risk Mgmt & Internal Control	3	2	1	2	1	0	0	1	0	0	0	0	1	0	0	0	0	0

**California State University, East Bay**  
**Workforce Analysis Summary**

Snapshot Date: 10/31/2022

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
13895 - Investigations	1	0	1	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0
13900 - Facilities Develop & Operation	1	0	1	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0
13950 - FDO - Planning Design & Constr	8	3	5	7	0	0	0	3	0	0	0	1	0	2	2	0	0	0
14000 - Environmental Health & Safety	1	0	1	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
14050 - FDO - Business Operations	6	2	4	4	1	0	1	0	0	0	0	1	1	1	0	0	0	1
14160 - FDO - Sustain,Energy&Utilities	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
14200 - FDO - Maintenance	26	25	1	17	9	8	4	1	1	2	0	0	1	0	0	0	0	0
14250 - FDO - Grounds	13	12	1	9	4	1	6	1	0	0	0	0	0	0	0	0	0	1
14300 - FDO - Custodial	52	34	18	51	1	8	14	7	0	4	0	0	2	14	2	0	0	0
14350 - Human Resources	11	3	8	9	0	1	1	1	0	0	0	2	3	2	0	1	0	0
14410 - Intercollegiate Athletics	4	1	3	1	1	0	0	0	0	0	0	2	0	1	0	0	0	0
14411 - Men's Baseball	3	3	0	1	2	0	1	0	0	0	0	0	0	0	0	0	0	0
14412 - Men's Basketball	3	3	0	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0
14413 - Men's Cross Country/Track	1	1	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0
14414 - Men's Golf	2	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
14415 - Men's Soccer	2	2	0	2	0	0	1	0	0	0	1	0	0	0	0	0	0	0
14421 - Women's Basketball	3	0	3	2	0	0	0	0	0	0	0	1	2	0	0	0	0	0
14424 - Women's Soccer	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
14425 - Women's Softball	3	0	3	1	0	0	0	0	0	0	0	2	0	0	0	0	1	0
14426 - Women's Swimming	2	1	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0
14427 - Women's Volleyball	3	0	3	2	0	0	0	0	0	0	0	1	1	0	0	0	0	1
14428 - Women's Water Polo	3	0	3	1	0	0	0	0	0	0	0	2	0	1	0	0	0	0
14431 - Athletic Training	1	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0

**California State University, East Bay**  
**Workforce Analysis Summary**

Snapshot Date: 10/31/2022

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
14434 - Student Services / Compliance	1	0	1	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0
14450 - Educational Opportunity Prog	14	5	9	14	0	0	2	1	0	1	1	0	3	2	3	0	0	1
14500 - Stu Ctr for Acad Achievement	5	2	3	0	2	0	0	0	0	0	0	3	0	0	0	0	0	0
14550 - Counseling Services	13	1	12	7	0	0	1	0	0	0	0	6	4	0	2	0	0	0
14650 - Student Equity and Success	5	2	3	5	0	2	0	0	0	0	0	0	0	2	1	0	0	0
14651 - Veteran Student Services	2	0	2	2	0	0	0	0	0	0	0	0	1	0	1	0	0	0
14652 - Gaining Access N Acad Success	2	1	1	2	0	0	1	0	0	0	0	0	0	1	0	0	0	0
14653 - Sankofa	2	1	1	2	0	1	0	0	0	0	0	0	1	0	0	0	0	0
14654 - AAPI	2	1	1	2	0	0	1	0	0	0	0	0	0	0	1	0	0	0
14660 - Equity and Belonging	1	1	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0
14750 - Accessibility Services	9	4	5	5	1	1	0	0	0	0	2	3	0	1	1	0	0	0
14751 - College Link Program	2	0	2	2	0	0	0	0	0	0	0	0	0	2	0	0	0	0
14800 - Stdnt Conduct, Rights & Resp	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
14850 - Stu Life & Leadership	5	0	5	5	0	0	0	0	0	0	0	0	1	1	2	0	1	0
14851 - Diversity Center	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
14900 - Acad Advising & Career Educ	13	5	8	9	2	0	2	1	0	0	0	2	0	2	2	0	0	2
14940 - Campus Life	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
14950 - Housing and Residential Life	12	3	9	9	0	1	0	2	0	0	0	3	0	3	1	0	0	2
14960 - University Union Operations	4	2	2	4	0	0	0	1	0	1	0	0	1	0	1	0	0	0
14970 - Recreation and Wellness	2	0	2	1	0	0	0	0	0	0	0	1	1	0	0	0	0	0
14980 - Student Support Services	1	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
14990 - Student Success Centers	3	1	2	3	0	0	1	0	0	0	0	0	0	1	1	0	0	0
15000 - Student Health Services	15	3	12	14	0	0	0	3	0	0	0	1	2	1	8	0	0	0

**California State University, East Bay**  
**Workforce Analysis Summary**

Snapshot Date: 10/31/2022

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
15010 - Health and Wellness Svcs	4	0	4	3	0	0	0	0	0	0	0	1	0	1	1	0	0	1
15050 - University Police Department	20	14	6	16	2	3	5	4	0	0	0	2	1	1	2	0	0	0
15100 - Parking and Alt Transp Service	4	1	3	3	0	1	0	0	0	0	0	1	1	1	0	0	0	0
15400 - ITS Info Tech Solutions	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
15540 - ITS Enterprise Info Svcs	6	2	4	4	0	0	0	2	0	0	0	2	0	0	2	0	0	0
15550 - ITS Technology Development	10	6	4	5	4	0	0	2	0	0	0	1	0	1	2	0	0	0
15570 - ITS Innovations Engineering	15	9	6	13	2	2	1	3	0	1	0	0	0	1	5	0	0	0
15610 - ITS Operations & Innovation	17	16	1	11	6	1	3	4	0	2	0	0	1	0	0	0	0	0
15620 - ITS Security & Infrastructure	13	12	1	10	3	2	2	5	0	0	0	0	1	0	0	0	0	0
16000 - Advancement Services	2	1	1	2	0	0	1	0	0	0	0	0	1	0	0	0	0	0
16050 - Alumni Relations	2	1	1	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0
16100 - Annual Fund	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
16150 - Communications and Marketing	5	2	3	4	1	0	0	1	0	0	0	0	1	1	0	0	0	1
16200 - Development	5	0	5	3	0	0	0	0	0	0	0	2	0	2	1	0	0	0
16250 - Events and Donor Relations	3	2	1	0	2	0	0	0	0	0	0	1	0	0	0	0	0	0
<b>Total (#)</b>	<b>1,571</b>	<b>615</b>	<b>956</b>	<b>891</b>	<b>272</b>	<b>64</b>	<b>102</b>	<b>148</b>	<b>2</b>	<b>14</b>	<b>13</b>	<b>408</b>	<b>125</b>	<b>161</b>	<b>220</b>	<b>2</b>	<b>11</b>	<b>29</b>
<b>Total (%)</b>		<b>39.1</b>	<b>60.9</b>	<b>56.7</b>	<b>17.3</b>	<b>4.1</b>	<b>6.5</b>	<b>9.4</b>	<b>0.1</b>	<b>0.9</b>	<b>0.8</b>	<b>26.0</b>	<b>8.0</b>	<b>10.2</b>	<b>14.0</b>	<b>0.1</b>	<b>0.7</b>	<b>1.8</b>

**California State University, East Bay**  
**Job Group Analysis**

Snapshot Date: 10/31/2022

**Job Group:** 0B - Exec, Mgmt, Supervisory - Administrator IV

**EEO**

Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
1	3300	Administrator IV	12	6	6	4	8
Total (#)			12	6	6	4	8
Total (%)				50.0	50.0	33.3	66.7



**California State University, East Bay**  
**Job Group Analysis**

Snapshot Date: 10/31/2022

**Job Group:** 0C - Exec, Mgmt, Supervisory - Administrator III

**EEO**

Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
1	3306	Administrator III	21	12	9	10	11
Total (#)			21	12	9	10	11
Total (%)				57.1	42.9	47.6	52.4

**California State University, East Bay**  
**Job Group Analysis**

Snapshot Date: 10/31/2022

**Job Group:** 0D - Exec, Mgmt, Supervisory - Administrator II

**EEO**

Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
1	3312	Administrator II	63	21	42	26	37
Total (#)			63	21	42	26	37
Total (%)				33.3	66.7	41.3	58.7

**California State University, East Bay**  
**Job Group Analysis**

Snapshot Date: 10/31/2022

**Job Group:** 0E - Exec, Mgmt, Supervisory - Administrator I

**EEO**

Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
1	3318	Administrator I	9	4	5	2	7
Total (#)			9	4	5	2	7
Total (%)				44.4	55.6	22.2	77.8

**California State University, East Bay**  
**Job Group Analysis**

Snapshot Date: 10/31/2022

**Job Group:** 1A - Physicians - Physicians

**EEO**

			Total				
<b>Cat</b>	<b>Job Code</b>	<b>Job Title</b>	<b>EMP</b>	<b>MALE</b>	<b>FEMALE</b>	<b>WHITE</b>	<b>MIN</b>
9	7750	PHYSICIAN - SPECIALTY SERVICES	1	0	1	0	1
9	7737-8	Physician (10C)	1	1	0	0	1
Total (#)			2	1	1	0	2
Total (%)				50.0	50.0	0.0	100.0

**California State University, East Bay**  
**Job Group Analysis**

Snapshot Date: 10/31/2022

**Job Group:** 2A - Health Care Support - Health Care

**EEO**

<b>EEO Cat</b>	<b>Job Code</b>	<b>Job Title</b>	<b>Total</b>				
			<b>EMP</b>	<b>MALE</b>	<b>FEMALE</b>	<b>WHITE</b>	<b>MIN</b>
9	8180	Athletic Trainer I 12 Mo	2	1	1	0	2
9	8137	Clinical Assistant	2	0	2	0	2
9	8145	Health Education Assistant	1	0	1	0	1
9	8147	Health Educator	2	0	2	1	1
9	8148	Medical Assistant	2	0	2	0	2
9	8166-1	Nurse Practitioner (NUR PRACT-A)	1	0	1	1	0
9	8166-8	Nurse Practitioner (NUR PRACT-E)	1	0	1	0	1
9	7992	Pharmacist I	1	0	1	0	1
9	7993	Pharmacist II	1	1	0	0	1
9	7922	Phlebotomist/Clinical Lab Asst	1	0	1	0	1
9	8157	Registered Nurse III	1	1	0	0	1
9	7976	Speech Pathologist	3	0	3	3	0
<b>Total (#)</b>			<b>18</b>	<b>3</b>	<b>15</b>	<b>5</b>	<b>13</b>
<b>Total (%)</b>				<b>16.7</b>	<b>83.3</b>	<b>27.8</b>	<b>72.2</b>

**California State University, East Bay**  
**Job Group Analysis**

Snapshot Date: 10/31/2022

**Job Group:** 3A - Faculty & Instructional Support - Faculty

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
5	2481	Dept Chair 12 Mo	7	4	3	4	3
5	2482-4	Dept Chair AY (Asoc Prof-AY)	11	5	6	6	5
5	2482-3	Dept Chair AY (Asst Prof-AY)	1	1	0	1	0
5	2482-5	Dept Chair AY (Prof-AY)	14	9	5	11	3
5	2361	Instr Fac 12 Mo	1	0	1	1	0
5	2360-4	Instr Fac AY (Assoc Prof AY)	82	37	45	44	38
5	2360-3	Instr Fac AY (Asst Prof AY)	82	33	49	34	48
5	2360-2	Instr Fac AY (Instructor)	1	0	1	0	1
5	2360-5	Instr Fac AY (Prof AY)	124	59	65	73	51
5	2359-4	Lecturer 12 Mo (Lecturer D,12)	3	0	3	1	2
5	2358-2	Lecturer AY (Lecturer A,AY)	176	57	119	104	72
5	2358-3	Lecturer AY (Lecturer B,AY)	201	74	127	119	82
5	2358-4	Lecturer AY (Lecturer C,AY)	30	18	12	26	4
5	2358-5	Lecturer AY (Lecturer D,AY)	7	2	5	7	0
Total (#)			740	299	441	431	309
Total (%)				40.4	59.6	58.2	41.8

**California State University, East Bay**  
**Job Group Analysis**

Snapshot Date: 10/31/2022

**Job Group:** 3B - Faculty & Instructional Support - Athletic Instructional Support

**EEO**

			Total				
<b>Cat</b>	<b>Job Code</b>	<b>Job Title</b>	<b>EMP</b>	<b>MALE</b>	<b>FEMALE</b>	<b>WHITE</b>	<b>MIN</b>
5	2376	Coach 12 Mo	3	1	2	2	1
5	2382	Coaching Assistant 12 Mo	19	8	11	8	11
5	2373	Head Coach 12 Mo	5	3	2	5	0
			<b>Total (#)</b>	<b>12</b>	<b>15</b>	<b>15</b>	<b>12</b>
			<b>Total (%)</b>	<b>44.4</b>	<b>55.6</b>	<b>55.6</b>	<b>44.4</b>

**California State University, East Bay**  
**Job Group Analysis**

Snapshot Date: 10/31/2022

**Job Group:** 3C - Faculty & Instructional Support - Librarian Instructional Support

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
5	2919-3	Librarian 10 Mo (Assoc Lib -10/3)	2	0	2	0	2
5	2919-4	Librarian 10 Mo (Assoc Lib -10/4)	1	0	1	0	1
5	2919-5	Librarian 10 Mo (Assoc Lib -10/5)	1	0	1	0	1
5	2920-4	Librarian 12 Mo (Assoc Lib -12)	4	0	4	3	1
5	2920-5	Librarian 12 Mo (Librarian -12)	3	0	3	3	0
5	2920-3	Librarian 12 Mo (Sr Ast Lib-12)	3	0	3	1	2
			<b>Total (#)</b>	<b>14</b>	<b>0</b>	<b>14</b>	<b>7</b>
			<b>Total (%)</b>		<b>0.0</b>	<b>100.0</b>	<b>50.0</b>



**California State University, East Bay**  
**Job Group Analysis**

Snapshot Date: 10/31/2022

**Job Group:** 4A - Academic Support - Student Services - Level I

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
8	5181	Extended Ed Specialist I	2	0	2	1	1
8	5182	Extended Ed Specialist II	1	1	0	1	0
8	2436	Post-Masters Counselor Intern	5	1	4	1	4
8	3079-1	Student Services Professional I (SSP I/A)	9	3	6	1	8
8	3079-2	Student Services Professional I (SSP I/B)	5	1	4	1	4
8	3082	Student Services Professional II SSP IIA	47	13	34	12	35
8	3084-1	Student Services Professional III (SSP III/A)	48	12	36	18	30
8	3070	Student Services Professional, Academic Related I - 12 MONTH	1	0	1	1	0
8	3071	Student Services Professional, Academic Related I-AY	3	0	3	1	2
8	3072	Student Services Professional, Academic Related II - 12 MONTH	1	0	1	1	0
8	3073	Student Services Professional, Academic Related II-AY	1	0	1	1	0
Total (#)			123	31	92	39	84
Total (%)				25.2	74.8	31.7	68.3

**California State University, East Bay**  
**Job Group Analysis**

Snapshot Date: 10/31/2022

**Job Group:** 4B - Academic Support - Student Services - Level II

**EEO**

			Total				
<b>Cat</b>	<b>Job Code</b>	<b>Job Title</b>	<b>EMP</b>	<b>MALE</b>	<b>FEMALE</b>	<b>WHITE</b>	<b>MIN</b>
8	3086-1	Student Services Professional IV (SSP IV/A)	19	6	13	6	13
			<b>Total (#)</b>	<b>6</b>	<b>13</b>	<b>6</b>	<b>13</b>
			<b>Total (%)</b>	<b>31.6</b>	<b>68.4</b>	<b>31.6</b>	<b>68.4</b>

**California State University, East Bay**  
**Job Group Analysis**

Snapshot Date: 10/31/2022

**Job Group:** 4C - Academic Support - Technical Support

**EEO**

			Total				
<b>Cat</b>	<b>Job Code</b>	<b>Job Title</b>	<b>EMP</b>	<b>MALE</b>	<b>FEMALE</b>	<b>WHITE</b>	<b>MIN</b>
8	2630	Credential Analyst II	1	0	1	1	0
Total (#)			1	0	1	1	0
Total (%)				0.0	100.0	100.0	0.0

**California State University, East Bay**  
**Job Group Analysis**

Snapshot Date: 10/31/2022

**Job Group:** 5A - Operations Support Services - Maintenance & Operations

			Total				
<b>EEO</b>							
<b>Cat</b>	<b>Job Code</b>	<b>Job Title</b>	<b>EMP</b>	<b>MALE</b>	<b>FEMALE</b>	<b>WHITE</b>	<b>MIN</b>
10	2010	Custodian	45	28	17	1	44
10	440	EQUIPMENT SYSTEMS SPECIALIST -12	1	1	0	0	1
10	731	Groundswoker	4	3	1	0	4
10	735	Irrigation Specialist	1	1	0	1	0
10	6223	Laborer	2	2	0	1	1
10	2015	Lead Custodian	4	3	1	0	4
10	726	Lead Groundswoker	1	1	0	0	1
10	6363	Light Auto Equipment Operator	1	1	0	1	0
10	739	Pest Control And Spray Spclst	1	1	0	1	0
10	1508	Warehouse Worker	2	2	0	0	2
<b>Total (#)</b>			<b>62</b>	<b>43</b>	<b>19</b>	<b>5</b>	<b>57</b>
<b>Total (%)</b>				<b>69.4</b>	<b>30.6</b>	<b>8.1</b>	<b>91.9</b>

**California State University, East Bay**  
**Job Group Analysis**

Snapshot Date: 10/31/2022

**Job Group:** 6A - Skilled Crafts - Crafts & Trades

**EEO**

<b>Cat</b>	<b>Job Code</b>	<b>Job Title</b>	<b>Total</b>				
			<b>EMP</b>	<b>MALE</b>	<b>FEMALE</b>	<b>WHITE</b>	<b>MIN</b>
14	6699	Air Cond/Refrig Mechanic	1	1	0	0	1
14	6270	Auto/Equipment Mechanic	1	1	0	1	0
14	6702	Building Service Engineer	4	4	0	2	2
14	6533	Electrician	1	1	0	1	0
14	6940	Facilities Maintenance Mech	3	3	0	2	1
14	6265	Facilities Project Supv	2	2	0	1	1
14	6251	Facilities Worker II	2	2	0	0	2
14	6475	Lead Carpenter	2	2	0	0	2
14	6642	Locksmith	1	1	0	1	0
14	6526	Painter	2	2	0	0	2
14	6549	Plumber	2	1	1	0	2
14	6700	Sprvsng Building Svc Engr	1	1	0	0	1
14	6534	Sprvsng Electrician	1	1	0	1	0
14	6524	Sprvsng Painter	1	1	0	0	1
14	6547	Sprvsng Plumber	1	1	0	0	1
14	6644	Supervising Locksmith	1	1	0	0	1
<b>Total (#)</b>			<b>26</b>	<b>25</b>	<b>1</b>	<b>9</b>	<b>17</b>
<b>Total (%)</b>				<b>96.2</b>	<b>3.8</b>	<b>34.6</b>	<b>65.4</b>

**California State University, East Bay**  
**Job Group Analysis**

Snapshot Date: 10/31/2022

**Job Group:** 7A - Clerical/Administrator Support - Business and Financial Operations Occupat

			Total				
<b>EEO</b>							
<b>Cat</b>	<b>Job Code</b>	<b>Job Title</b>	<b>EMP</b>	<b>MALE</b>	<b>FEMALE</b>	<b>WHITE</b>	<b>MIN</b>
2	1741	Accounting Technician II	7	1	6	2	5
2	1740	Accounting Technician III	3	2	1	0	3
2	4792	Buyer II	2	2	0	0	2
			<b>Total (#)</b>	<b>5</b>	<b>7</b>	<b>2</b>	<b>10</b>
			<b>Total (%)</b>	<b>41.7</b>	<b>58.3</b>	<b>16.7</b>	<b>83.3</b>

**California State University, East Bay**  
**Job Group Analysis**

Snapshot Date: 10/31/2022

**Job Group:** 7B - Clerical/Administrator Support - Community Service, Legal, Arts, Media Occ

**EEO**

<b>Cat</b>	<b>Job Code</b>	<b>Job Title</b>	<b>Total</b>				
			<b>EMP</b>	<b>MALE</b>	<b>FEMALE</b>	<b>WHITE</b>	<b>MIN</b>
12	8820-1	Community Service Spec 12 Mo (CSS-12MO/1)	2	1	1	0	2
12	8820-2	Community Service Spec 12 Mo (CSS-12MO/2)	1	1	0	0	1
4	8810-2	Parking Officer 12 Mo II	1	1	0	0	1
4	1100	Payroll Technician I	2	0	2	0	2
4	1101	Payroll Technician II	3	0	3	0	3
<b>Total (#)</b>			<b>9</b>	<b>3</b>	<b>6</b>	<b>0</b>	<b>9</b>
<b>Total (%)</b>				<b>33.3</b>	<b>66.7</b>	<b>0.0</b>	<b>100.0</b>

**California State University, East Bay**  
**Job Group Analysis**

Snapshot Date: 10/31/2022

**Job Group:** 7C - Clerical/Administrator Support - Healthcare Practitioners and Technnical Oc

**EEO**

			Total				
<b>Cat</b>	<b>Job Code</b>	<b>Job Title</b>	<b>EMP</b>	<b>MALE</b>	<b>FEMALE</b>	<b>WHITE</b>	<b>MIN</b>
9	3024	Drafting Technician II	1	1	0	0	1
			<b>Total (#)</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>
			<b>Total (%)</b>	<b>100.0</b>	<b>0.0</b>	<b>0.0</b>	<b>100.0</b>



**California State University, East Bay**  
**Job Group Analysis**

Snapshot Date: 10/31/2022

**Job Group:** 7D - Clerical/Administrator Support - Office and Administrative Support Occupati

			<b>Total</b>				
<b>EEO Cat</b>	<b>Job Code</b>	<b>Job Title</b>	<b>EMP</b>	<b>MALE</b>	<b>FEMALE</b>	<b>WHITE</b>	<b>MIN</b>
12	1032-1	Admin Support Assistant 12 Mo (ASA-12MO-AI)	4	0	4	2	2
12	1032-2	Admin Support Assistant 12 Mo (ASA-12MO-AII)	24	3	21	6	18
12	1035-1	Admin Support Coord 12 Mo (ASC-12MO-CI)	43	6	37	15	28
12	1035-2	Admin Support Coord 12 Mo (ASC-12MO-CII)	36	4	32	16	20
12	1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	2	0	2	1	1
12	1170-2	Cnfdntl Office Support 12 Mo (Conf OS-12Mo B)	2	1	1	0	2
12	1758	Collections Rep I	1	0	1	1	0
12	5210	Health Services Assistant	1	0	1	0	1
12	1549	Property Clerk II	1	1	0	1	0
12	1481	Reprographics Specialist II	1	1	0	0	1
12	1509	Stock Clerk	1	0	1	0	1
<b>Total (#)</b>			<b>116</b>	<b>16</b>	<b>100</b>	<b>42</b>	<b>74</b>
<b>Total (%)</b>				<b>13.8</b>	<b>86.2</b>	<b>36.2</b>	<b>63.8</b>

**California State University, East Bay**  
**Job Group Analysis**

Snapshot Date: 10/31/2022

**Job Group:** 8A - State University Police - Public Safety

**EEO**

			Total				
<b>Cat</b>	<b>Job Code</b>	<b>Job Title</b>	<b>EMP</b>	<b>MALE</b>	<b>FEMALE</b>	<b>WHITE</b>	<b>MIN</b>
10	8365	Corporal	2	1	1	1	1
10	8350	Police Officer	5	5	0	1	4
10	8354	Sergeant	4	4	0	0	4
<b>Total (#)</b>			<b>11</b>	<b>10</b>	<b>1</b>	<b>2</b>	<b>9</b>
<b>Total (%)</b>				<b>90.9</b>	<b>9.1</b>	<b>18.2</b>	<b>81.8</b>

**California State University, East Bay**  
**Job Group Analysis**

Snapshot Date: 10/31/2022

**Job Group:** 9A - Technical Support Services - Business and Financial Operations Occupatior

			<b>Total</b>				
<b>EEO Cat</b>	<b>Job Code</b>	<b>Job Title</b>	<b>EMP</b>	<b>MALE</b>	<b>FEMALE</b>	<b>WHITE</b>	<b>MIN</b>
2	4555	Accountant II	4	0	4	0	4
2	4556	Accountant III	1	0	1	0	1
2	1038-4	Admin Analyst/Spclst 12 Mo (AA/S-12Mo-E3)	2	0	2	0	2
2	1038-2	Admin Analyst/Spclst 12 Mo (AA/S-12Mo-EI)	47	11	36	10	37
2	1038-3	Admin Analyst/Spclst 12 Mo (AA/S-12Mo-EII)	51	18	33	17	34
2	1038-1	Admin Analyst/Spclst 12 Mo (AA/S-12Mo-NE)	18	8	10	2	16
2	1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	1	0	1	0	1
2	1615	Instructional Support Tech I	2	1	1	0	2
<b>Total (#)</b>			<b>126</b>	<b>38</b>	<b>88</b>	<b>29</b>	<b>97</b>
<b>Total (%)</b>				<b>30.2</b>	<b>69.8</b>	<b>23.0</b>	<b>77.0</b>

**California State University, East Bay**  
**Job Group Analysis**

Snapshot Date: 10/31/2022

**Job Group:** 9B - Technical Support Services - Community Service, Legal, Arts, Media Occupa

**EEO**

<b>EEO Cat</b>	<b>Job Code</b>	<b>Job Title</b>	<b>Total</b>				
			<b>EMP</b>	<b>MALE</b>	<b>FEMALE</b>	<b>WHITE</b>	<b>MIN</b>
4	820	GRAPHIC DESIGNER -12 MONTH	2	1	1	1	1
4	810	MEDIA PRODUCTION SPECIALIST -12 MONTH	2	2	0	0	2
4	800	PUBLIC AFFAIRS/COMMUNICATION SPECIALIST -12 MONTH	8	2	6	1	7
<b>Total (#)</b>			<b>12</b>	<b>5</b>	<b>7</b>	<b>2</b>	<b>10</b>
<b>Total (%)</b>				<b>41.7</b>	<b>58.3</b>	<b>16.7</b>	<b>83.3</b>

**California State University, East Bay**  
**Job Group Analysis**

Snapshot Date: 10/31/2022

**Job Group:** 9C - Technical Support Services - Computer, Engineering, and Science Occupati

EEO			Total				
Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
3	400	ANALYST/PROGRAMMER -12	8	5	3	1	7
3	420	INFORMATION TECHNOLOGY CONSULTANT -12	50	36	14	15	35
3	430	NETWORK ANALYST -12	3	3	0	0	3
3	410	OPERATING SYSTEMS ANALYST -12	2	2	0	1	1
3	450	OPERATIONS SPECIALIST -12	2	1	1	1	1
Total (#)			65	47	18	18	47
Total (%)				72.3	27.7	27.7	72.3

**California State University, East Bay**  
**Job Group Analysis**

Snapshot Date: 10/31/2022

**Job Group:** 9D - Technical Support Services - Healthcare Practitioners and Technical Occupations

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
9	5783	Assoc, Acad & Instit Studies II	6	2	4	3	3
9	7004	Equip Tech I, Spclized Equip	1	1	0	1	0
9	5683	Research Technician I	1	0	1	0	1
9	5681	Research Technician II	1	0	1	0	1
9	5680	Research Technician III	2	0	2	2	0
Total (#)			11	3	8	6	5
Total (%)				27.3	72.7	54.5	45.5

**California State University, East Bay**  
**Job Group Analysis**

Snapshot Date: 10/31/2022

**Job Group:** 9E - Technical Support Services - Office and Administrative Support Occupations

**EEO**

			Total				
<b>Cat</b>	<b>Job Code</b>	<b>Job Title</b>	<b>EMP</b>	<b>MALE</b>	<b>FEMALE</b>	<b>WHITE</b>	<b>MIN</b>
12	1176-1	Cnfdntl Admin Support 12 Mo (Conf AS-12Mo A)	4	0	4	1	3
12	1176-2	Cnfdntl Admin Support 12 Mo (Conf AS-12Mo B)	4	0	4	1	3
12	1173	Cnfdntl Tech Support 12 Mo	1	0	1	0	1
<b>Total (#)</b>			<b>9</b>	<b>0</b>	<b>9</b>	<b>2</b>	<b>7</b>
<b>Total (%)</b>				<b>0.0</b>	<b>100.0</b>	<b>22.2</b>	<b>77.8</b>

**California State University, East Bay**  
**Job Group Analysis**

Snapshot Date: 10/31/2022

**Job Group:** 9F - Technical Support Services - Other Teaching and Instructional Support Occu

**EEO**

<b>Cat</b>	<b>Job Code</b>	<b>Job Title</b>	<b>Total</b>				
			<b>EMP</b>	<b>MALE</b>	<b>FEMALE</b>	<b>WHITE</b>	<b>MIN</b>
8	1578-8	Instructional Support Asst II (I/S Asst IIC)	1	0	1	0	1
8	1579	Instructional Support Asst III	3	1	2	3	0
8	1617-1	Instructional Support Tech II (I/S Tech IIA)	7	2	5	1	6
8	1617-6	Instructional Support Tech II (I/S Tech IIC)	2	1	1	2	0
8	1617-8	Instructional Support Tech II (I/S Tech IIE)	1	1	0	1	0
8	1619-1	Instructional Support Tech III (I/S Tech IIIA)	2	0	2	1	1
8	1619-8	Instructional Support Tech III (I/S Tech IIIC)	3	2	1	2	1
8	2887	Library Services Spec II	1	0	1	0	1
8	2888	Library Services Spec III	5	2	3	1	4
8	2889	Library Services Spec IV	7	2	5	2	5
8	2354	Teaching Associate AY	29	13	16	4	25
<b>Total (#)</b>			<b>61</b>	<b>24</b>	<b>37</b>	<b>17</b>	<b>44</b>
<b>Total (%)</b>				<b>39.3</b>	<b>60.7</b>	<b>27.9</b>	<b>72.1</b>



**California State University, East Bay**  
**Job Group Analysis**

Snapshot Date: 10/31/2022

**Job Group:** XA - Excluded - Healthcare Practitioners and Technical Occupations

**EEO**

			Total				
<b>Cat</b>	<b>Job Code</b>	<b>Job Title</b>	<b>EMP</b>	<b>MALE</b>	<b>FEMALE</b>	<b>WHITE</b>	<b>MIN</b>
9	7168	Lead Interpreter	1	0	1	0	1
			<b>Total (#)</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>
			<b>Total (%)</b>	<b>0.0</b>	<b>100.0</b>	<b>0.0</b>	<b>100.0</b>

**California State University, East Bay**  
**Job Group Analysis Summary**

Snapshot Date: 10/31/2022

Job Group	Total										
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
0B - Exec, Mgmt, Supervisory - Administrator IV	12	6	6	8	4	3	3	2	0	0	0
0C - Exec, Mgmt, Supervisory - Administrator III	21	12	9	11	10	2	3	5	1	0	0
0D - Exec, Mgmt, Supervisory - Administrator II	63	21	42	37	26	7	8	18	1	1	2
0E - Exec, Mgmt, Supervisory - Administrator I	9	4	5	7	2	1	2	2	0	1	1
1A - Physicians - Physicians	2	1	1	2	0	0	0	2	0	0	0
2A - Health Care Support - Health Care	18	3	15	13	5	2	1	9	0	0	1
3A - Faculty & Instructional Support - Faculty	740	299	441	309	431	66	71	154	0	4	14
3B - Faculty & Instructional Support - Athletic Instructional Support	27	12	15	12	15	4	5	0	0	1	2
3C - Faculty & Instructional Support - Librarian Instructional Support	14	0	14	7	7	1	1	2	0	0	3
4A - Academic Support - Student Services - Level I	123	31	92	84	39	24	29	22	0	3	6
4B - Academic Support - Student Services - Level II	19	6	13	13	6	0	7	5	0	0	1
4C - Academic Support - Technical Support	1	0	1	0	1	0	0	0	0	0	0
5A - Operations Support Services - Maintenance & Operations	62	43	19	57	5	10	34	8	0	4	1
6A - Skilled Crafts - Crafts & Trades	26	25	1	17	9	9	4	1	1	2	0
7A - Clerical/Administrator Support - Business and Financial Operations	12	5	7	10	2	2	2	6	0	0	0
7B - Clerical/Administrator Support - Community Service, Legal, and	9	3	6	9	0	2	5	1	0	1	0
7C - Clerical/Administrator Support - Healthcare Practitioners and	1	1	0	1	0	0	0	1	0	0	0
7D - Clerical/Administrator Support - Office and Administrative Support	116	16	100	74	42	24	22	25	0	0	3
8A - State University Police - Public Safety	11	10	1	9	2	3	3	3	0	0	0
9A - Technical Support Services - Business and Financial Operations	126	38	88	97	29	15	35	38	0	5	4
9B - Technical Support Services - Community Service, Legal, and	12	5	7	10	2	0	5	3	0	0	2
9C - Technical Support Services - Computer, Engineering, and	65	47	18	47	18	8	8	27	1	3	0
9D - Technical Support Services - Healthcare Practitioners and	11	3	8	5	6	0	0	5	0	0	0

**California State University, East Bay**  
**Job Group Analysis Summary**

Snapshot Date: 10/31/2022

Job Group	Total										
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
9E - Technical Support Services - Office and Administrative Sup	9	0	9	7	2	3	3	1	0	0	0
9F - Technical Support Services - Other Teaching and Instructio	61	24	37	44	17	3	12	27	0	0	2
XA - Excluded - Healthcare Practitioners and Technnical Occup	1	0	1	1	0	0	0	1	0	0	0
<b>Total (#)</b>	<b>1,571</b>	<b>615</b>	<b>956</b>	<b>891</b>	<b>680</b>	<b>189</b>	<b>263</b>	<b>368</b>	<b>4</b>	<b>25</b>	<b>42</b>
<b>Total (%)</b>		<b>39.1</b>	<b>60.9</b>	<b>56.7</b>	<b>43.3</b>	<b>12.0</b>	<b>16.7</b>	<b>23.4</b>	<b>0.3</b>	<b>1.6</b>	<b>2.7</b>

**California State University, East Bay**  
**ZIP Code Analysis**

Snapshot Date: 10/31/2022

**Data Used:** Employee

**Included Areas:**

<b>County/County Set</b>	<b>Count</b>	<b>Weight</b>	<b>Cut-Off Weight</b>
Alameda, California	979	62.72	79.98
Contra Costa, California	245	15.70	20.02
<b>Total:</b>	<b>1,224</b>	<b>78.41</b>	<b>100.00</b>

**Excluded Areas:**

<b>County/County Set</b>	<b>Count</b>	<b>Weight</b>	<b>Cut-Off Weight</b>
Santa Clara, California	77	4.93	0.00
San Joaquin, California	50	3.20	0.00
San Mateo, California	33	2.11	0.00
San Francisco, California	32	2.05	0.00
Solano, California	23	1.47	0.00
Sonoma, California	12	0.77	0.00
Marin, California	10	0.64	0.00
Stanislaus, California	9	0.58	0.00
Los Angeles, California	8	0.51	0.00
Sacramento, California	8	0.51	0.00
Santa Cruz, California	7	0.45	0.00
San Diego, California	4	0.26	0.00
Napa, California	4	0.26	0.00
Merced, California	4	0.26	0.00
Yolo, California	4	0.26	0.00
East Central California 50, California	3	0.19	0.00
Placer, California	3	0.19	0.00
Tompkins, New York	2	0.13	0.00
Maricopa, Arizona	2	0.13	0.00
San Bernardino, California	2	0.13	0.00
Orange, California	2	0.13	0.00

**California State University, East Bay**  
**ZIP Code Analysis**

Snapshot Date: 10/31/2022

**Data Used:** Employee

**Excluded Areas:**

<b>County/County Set</b>	<b>Count</b>	<b>Weight</b>	<b>Cut-Off Weight</b>
Fresno, California	2	0.13	0.00
San Benito, California	2	0.13	0.00
El Dorado, California	2	0.13	0.00
King, Washington	2	0.13	0.00
Hampshire, Massachusetts	1	0.06	0.00
Mercer, New Jersey	1	0.06	0.00
Kings, New York	1	0.06	0.00
Philadelphia, Pennsylvania	1	0.06	0.00
Manassas (city)+Manassas Park (city), Virginia	1	0.06	0.00
Stafford, Virginia	1	0.06	0.00
Mecklenburg, North Carolina	1	0.06	0.00
Henderson, North Carolina	1	0.06	0.00
Charleston, South Carolina	1	0.06	0.00
Gadsden+Jefferson+Leon+Wakulla, Florida	1	0.06	0.00
Miami-Dade, Florida	1	0.06	0.00
Lee, Florida	1	0.06	0.00
Manatee, Florida	1	0.06	0.00
Lake, Florida	1	0.06	0.00
Oakland, Michigan	1	0.06	0.00
Crawford+Montmorency+Oscoda+Roscommon, Michigan	1	0.06	0.00
Burleigh+Morton+Oliver, North Dakota	1	0.06	0.00
Missoula, Montana	1	0.06	0.00
Cook, Illinois	1	0.06	0.00
Collin, Texas	1	0.06	0.00
Montgomery, Texas	1	0.06	0.00
Williamson, Texas	1	0.06	0.00

**California State University, East Bay**  
**ZIP Code Analysis**

Snapshot Date: 10/31/2022

**Data Used:** Employee

**Excluded Areas:**

<b>County/County Set</b>	<b>Count</b>	<b>Weight</b>	<b>Cut-Off Weight</b>
Riverside, California	1	0.06	0.00
Kern, California	1	0.06	0.00
San Luis Obispo, California	1	0.06	0.00
Santa Barbara, California	1	0.06	0.00
Mariposa+Tuolumne, California	1	0.06	0.00
Nevada, California	1	0.06	0.00
Sutter, California	1	0.06	0.00
Hawaii (county), Hawaii	1	0.06	0.00
<b>Total:</b>	<b>337</b>	<b>21.59</b>	<b>0.00</b>
<b>Included and Excluded Total:</b>	<b>1,561</b>	<b>100.00</b>	<b>100.00</b>

**California State University, East Bay**  
**Availability Analysis**

Snapshot Date: 10/31/2022

**Job Group:** 0B - Exec, Mgmt, Supervisory - Administrator IV

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Reasonable	64.8	28.8	100.00	64.8	28.8	National
Final Availability (%)			100.00	64.8	28.8	

**California State University, East Bay**  
**Availability Analysis**

Snapshot Date: 10/31/2022

**Job Group:** 0C - Exec, Mgmt, Supervisory - Administrator III

	Raw (%)		FACTOR	Weighted (%)		
FACTOR	FEMALE	MINORITY	WEIGHT	FEMALE	MINORITY	SOURCE
<u>External Factors</u>						
Local	68.5	47.9	30.00	20.5	14.4	Alameda, CA 79.98%; Contra Costa, CA 20.02%
Reasonable	64.8	28.8	20.00	13.0	5.8	National
<u>Internal Factors</u>						
Feeders	66.7	58.7	50.00	33.3	29.4	Feeders
Final Availability (%)			100.00	66.8	49.5	



**California State University, East Bay**  
**Availability Analysis**

Snapshot Date: 10/31/2022

**Job Group:** 0D - Exec, Mgmt, Supervisory - Administrator II

	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
FACTOR	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	68.5	47.9	30.00	20.5	14.4	Alameda, CA 79.98%; Contra Costa, CA 20.02%
Reasonable	64.8	28.8	10.00	6.5	2.9	National
<u>Internal Factors</u>						
Feeders	71.7	45.4	60.00	43.0	27.2	Feeders
Final Availability (%)			100.00	70.0	44.5	

**California State University, East Bay**  
**Availability Analysis**

Snapshot Date: 10/31/2022

**Job Group:** 0E - Exec, Mgmt, Supervisory - Administrator I

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<b><u>External Factors</u></b>						
Local	68.5	47.9	15.00	10.3	7.2	Alameda, CA 79.98%; Contra Costa, CA 20.02%
<b><u>Internal Factors</u></b>						
Feeders	48.7	75.3	85.00	41.4	64.0	Feeders
<b>Final Availability (%)</b>			<b>100.00</b>	<b>51.6</b>	<b>71.2</b>	

**California State University, East Bay**  
**Availability Analysis**

Snapshot Date: 10/31/2022

**Job Group:** 1A - Physicians - Physicians

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	50.5	56.4	100.00	50.5	56.4	Alameda, CA 79.98%; Contra Costa, CA 20.02%
Final Availability (%)			100.00	50.5	56.4	

**California State University, East Bay**  
**Availability Analysis**

Snapshot Date: 10/31/2022

**Job Group:** 2A - Health Care Support - Health Care

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	81.8	61.0	100.00	81.8	61.0	Alameda, CA 79.98%; Contra Costa, CA 20.02%
Final Availability (%)			100.00	81.8	61.0	

**California State University, East Bay**  
**Availability Analysis**

Snapshot Date: 10/31/2022

**Job Group:** 3A - Faculty & Instructional Support - Faculty

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Reasonable	49.7	29.0	100.00	49.7	29.0	National
Final Availability (%)			100.00	49.7	29.0	

**California State University, East Bay**  
**Availability Analysis**

Snapshot Date: 10/31/2022

**Job Group:** 3B - Faculty & Instructional Support - Athletic Instructional Support

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	39.7	49.5	50.00	19.9	24.8	Alameda, CA 79.98%; Contra Costa, CA 20.02%
Reasonable	38.0	26.3	50.00	19.0	13.2	National
Final Availability (%)			100.00	38.9	37.9	

**California State University, East Bay**  
**Availability Analysis**

Snapshot Date: 10/31/2022

**Job Group:** 3C - Faculty & Instructional Support - Librarian Instructional Support

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	75.0	44.4	50.00	37.5	22.2	Alameda, CA 79.98%; Contra Costa, CA 20.02%
Reasonable	77.0	21.4	50.00	38.5	10.7	National
Final Availability (%)			100.00	76.0	32.9	

**California State University, East Bay**  
**Availability Analysis**

Snapshot Date: 10/31/2022

**Job Group:** 4A - Academic Support - Student Services - Level I

	Raw (%)		FACTOR	Weighted (%)		
FACTOR	FEMALE	MINORITY	WEIGHT	FEMALE	MINORITY	SOURCE
<u>External Factors</u>						
Local	74.1	63.0	45.00	33.3	28.3	Alameda, CA 79.98%; Contra Costa, CA 20.02%
Reasonable	76.2	40.1	15.00	11.4	6.0	National
<u>Internal Factors</u>						
Feeders	67.1	52.5	40.00	26.8	21.0	Feeders
Final Availability (%)			100.00	71.6	55.4	



**California State University, East Bay**  
**Availability Analysis**

Snapshot Date: 10/31/2022

**Job Group:** 4B - Academic Support - Student Services - Level II

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<b><u>External Factors</u></b>						
Local	74.4	63.2	60.00	44.6	37.9	Alameda, CA 79.98%; Contra Costa, CA 20.02%
<b><u>Internal Factors</u></b>						
Feeders	73.8	56.9	40.00	29.5	22.7	Feeders
<b>Final Availability (%)</b>			<b>100.00</b>	<b>74.1</b>	<b>60.7</b>	

**California State University, East Bay**  
**Availability Analysis**

Snapshot Date: 10/31/2022

**Job Group:** 4C - Academic Support - Technical Support

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<b><u>External Factors</u></b>						
Local	74.4	63.2	45.00	33.5	28.4	Alameda, CA 79.98%; Contra Costa, CA 20.02%
<b><u>Internal Factors</u></b>						
Feeders	68.2	74.3	55.00	37.5	40.9	Feeders
<b>Final Availability (%)</b>			<b>100.00</b>	<b>71.0</b>	<b>69.3</b>	

**California State University, East Bay**  
**Availability Analysis**

Snapshot Date: 10/31/2022

**Job Group:** 5A - Operations Support Services - Maintenance & Operations

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	43.0	85.3	100.00	43.0	85.3	Alameda, CA 79.98%; Contra Costa, CA 20.02%
Final Availability (%)			100.00	43.0	85.3	

**California State University, East Bay**  
**Availability Analysis**

Snapshot Date: 10/31/2022

**Job Group:** 6A - Skilled Crafts - Crafts & Trades

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	4.7	65.4	100.00	4.7	65.4	Alameda, CA 79.98%; Contra Costa, CA 20.02%
Final Availability (%)			100.00	4.7	65.4	

**California State University, East Bay**  
**Availability Analysis**

Snapshot Date: 10/31/2022

**Job Group:** 7A - Clerical/Administrator Support - Business and Financial Operations Occupations

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	62.0	64.1	100.00	62.0	64.1	Alameda, CA 79.98%; Contra Costa, CA 20.02%
Final Availability (%)			100.00	62.0	64.1	

**California State University, East Bay**  
**Availability Analysis**

Snapshot Date: 10/31/2022

**Job Group:** 7B - Clerical/Administrator Support - Community Service, Legal, Arts, Media Occupations

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	70.7	68.5	100.00	70.7	68.5	Alameda, CA 79.98%; Contra Costa, CA 20.02%
Final Availability (%)			100.00	70.7	68.5	

**California State University, East Bay**  
**Availability Analysis**

Snapshot Date: 10/31/2022

**Job Group:** 7C - Clerical/Administrator Support - Healthcare Practitioners and Technnical Occupations

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	23.4	62.7	100.00	23.4	62.7	Alameda, CA 79.98%; Contra Costa, CA 20.02%
Final Availability (%)			100.00	23.4	62.7	

**California State University, East Bay**  
**Availability Analysis**

Snapshot Date: 10/31/2022

**Job Group:** 7D - Clerical/Administrator Support - Office and Administrative Support Occupations

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	52.4	64.9	100.00	52.4	64.9	Alameda, CA 79.98%; Contra Costa, CA 20.02%
Final Availability (%)			100.00	52.4	64.9	



**California State University, East Bay**  
**Availability Analysis**

Snapshot Date: 10/31/2022

**Job Group:** 8A - State University Police - Public Safety

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	14.1	46.5	100.00	14.1	46.5	Alameda, CA 79.98%; Contra Costa, CA 20.02%
Final Availability (%)			100.00	14.1	46.5	

**California State University, East Bay**  
**Availability Analysis**

Snapshot Date: 10/31/2022

**Job Group:** 9A - Technical Support Services - Business and Financial Operations Occupations

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	49.8	52.6	100.00	49.8	52.6	Alameda, CA 79.98%; Contra Costa, CA 20.02%
Final Availability (%)			100.00	49.8	52.6	

**California State University, East Bay**  
**Availability Analysis**

Snapshot Date: 10/31/2022

**Job Group:** 9B - Technical Support Services - Community Service, Legal, Arts, Media Occupations

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	49.7	44.2	100.00	49.7	44.2	Alameda, CA 79.98%; Contra Costa, CA 20.02%
Final Availability (%)			100.00	49.7	44.2	

**California State University, East Bay**  
**Availability Analysis**

Snapshot Date: 10/31/2022

**Job Group:** 9C - Technical Support Services - Computer, Engineering, and Science Occupations

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	25.4	65.4	100.00	25.4	65.4	Alameda, CA 79.98%; Contra Costa, CA 20.02%
Final Availability (%)			100.00	25.4	65.4	

**California State University, East Bay**  
**Availability Analysis**

Snapshot Date: 10/31/2022

**Job Group:** 9D - Technical Support Services - Healthcare Practitioners and Technnical Occupations

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	51.8	64.4	100.00	51.8	64.4	Alameda, CA 79.98%; Contra Costa, CA 20.02%
Final Availability (%)			100.00	51.8	64.4	

**California State University, East Bay**  
**Availability Analysis**

Snapshot Date: 10/31/2022

**Job Group:** 9E - Technical Support Services - Office and Administrative Support Occupations

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	91.0	56.8	100.00	91.0	56.8	Alameda, CA 79.98%; Contra Costa, CA 20.02%
Final Availability (%)			100.00	91.0	56.8	

**California State University, East Bay**  
**Availability Analysis**

Snapshot Date: 10/31/2022

**Job Group:** 9F - Technical Support Services - Other Teaching and Instructional Support Occupations

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	26.9	74.8	100.00	26.9	74.8	Alameda, CA 79.98%; Contra Costa, CA 20.02%
Final Availability (%)			100.00	26.9	74.8	

**California State University, East Bay**  
**Availability Analysis**

Snapshot Date: 10/31/2022

**Job Group:** XA - Excluded - Healthcare Practitioners and Technnical Occupations

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	43.9	36.2	100.00	43.9	36.2	Alameda, CA 79.98%; Contra Costa, CA 20.02%
Final Availability (%)			100.00	43.9	36.2	



**California State University, East Bay**  
**Internal Availability**

Snapshot Date: 10/31/2022

**AAP:** California State University, East Bay

**Job Group:** 0C - Exec, Mgmt, Supervisory - Administrator III

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
California State University	0D - Exec, Mgmt, Supervi	100.00	66.7	58.7	41.3	11.1	12.7	28.6	1.6	1.6	3.2	66.7	58.7	41.3	11.1	12.7	28.6	1.6	1.6	3.2
<b>Total:</b>		<b>100.00</b>										<b>66.7</b>	<b>58.7</b>	<b>41.3</b>	<b>11.1</b>	<b>12.7</b>	<b>28.6</b>	<b>1.6</b>	<b>1.6</b>	<b>3.2</b>

**California State University, East Bay  
Internal Availability**

Snapshot Date: 10/31/2022

**AAP:** California State University, East Bay

**Job Group:** 0D - Exec, Mgmt, Supervisory - Administrator II

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
California State University	4C - Academic Support -	25.00	100.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	25.0	0.0	25.0	0.0	0.0	0.0	0.0	0.0	0.0
California State University	7D - Clerical/Administrat	25.00	86.2	63.8	36.2	20.7	19.0	21.6	0.0	0.0	2.6	21.6	15.9	9.1	5.2	4.7	5.4	0.0	0.0	0.6
California State University	9C - Technical Support S	25.00	27.7	72.3	27.7	12.3	12.3	41.5	1.5	4.6	0.0	6.9	18.1	6.9	3.1	3.1	10.4	0.4	1.2	0.0
California State University	9D - Technical Support S	25.00	72.7	45.5	54.5	0.0	0.0	45.5	0.0	0.0	0.0	18.2	11.4	13.6	0.0	0.0	11.4	0.0	0.0	0.0
<b>Total:</b>		<b>100.00</b>										<b>71.7</b>	<b>45.4</b>	<b>54.6</b>	<b>8.2</b>	<b>7.8</b>	<b>27.1</b>	<b>0.4</b>	<b>1.2</b>	<b>0.6</b>

**California State University, East Bay  
Internal Availability**

Snapshot Date: 10/31/2022

**AAP:** California State University, East Bay

**Job Group:** 0E - Exec, Mgmt, Supervisory - Administrator I

		Wght	Raw (%)									Weighted (%)								
Plan	Feeder	(%)	F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
California State University	0D - Exec, Mgmt, Supervi	50.00	66.7	58.7	41.3	11.1	12.7	28.6	1.6	1.6	3.2	33.3	29.4	20.6	5.6	6.3	14.3	0.8	0.8	1.6
California State University	5A - Operations Support	50.00	30.6	91.9	8.1	16.1	54.8	12.9	0.0	6.5	1.6	15.3	46.0	4.0	8.1	27.4	6.5	0.0	3.2	0.8
Total:		100.00	48.7									75.3	24.7	13.6	33.8	20.7	0.8	4.0	2.4	

**California State University, East Bay  
Internal Availability**

Snapshot Date: 10/31/2022

**AAP:** California State University, East Bay

**Job Group:** 4A - Academic Support - Student Services - Level I

		Wght (%)	Raw (%)										Weighted (%)									
Plan	Feeder		F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+		
California State University	4C - Academic Support -	45.00	100.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	45.0	0.0	45.0	0.0	0.0	0.0	0.0	0.0	0.0		
California State University	7A - Clerical/Administrato	15.00	58.3	83.3	16.7	16.7	16.7	50.0	0.0	0.0	0.0	8.7	12.5	2.5	2.5	2.5	7.5	0.0	0.0	0.0		
California State University	7B - Clerical/Administrato	20.00	66.7	100.0	0.0	22.2	55.6	11.1	0.0	11.1	0.0	13.3	20.0	0.0	4.4	11.1	2.2	0.0	2.2	0.0		
California State University	7C - Clerical/Administrat	20.00	0.0	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	20.0	0.0	0.0	0.0	20.0	0.0	0.0	0.0		
Total:		100.00											67.1	52.5	47.5	6.9	13.6	29.7	0.0	2.2	0.0	

**California State University, East Bay  
Internal Availability**

Snapshot Date: 10/31/2022

**AAP:** California State University, East Bay

**Job Group:** 4B - Academic Support - Student Services - Level II

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
California State University	4A - Academic Support -	50.00	74.8	68.3	31.7	19.5	23.6	17.9	0.0	2.4	4.9	37.4	34.1	15.9	9.8	11.8	8.9	0.0	1.2	2.4
California State University	9D - Technical Support S	50.00	72.7	45.5	54.5	0.0	0.0	45.5	0.0	0.0	0.0	36.4	22.7	27.3	0.0	0.0	22.7	0.0	0.0	0.0
<b>Total:</b>		<b>100.00</b>										<b>73.8</b>	<b>56.9</b>	<b>43.1</b>	<b>9.8</b>	<b>11.8</b>	<b>31.7</b>	<b>0.0</b>	<b>1.2</b>	<b>2.4</b>

**California State University, East Bay  
Internal Availability**

Snapshot Date: 10/31/2022

**AAP:** California State University, East Bay

**Job Group:** 4C - Academic Support - Technical Support

		Wght	Raw (%)										Weighted (%)									
Plan	Feeder	(%)	F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+		
California State University	4A - Academic Support -	60.00	74.8	68.3	31.7	19.5	23.6	17.9	0.0	2.4	4.9	44.9	41.0	19.0	11.7	14.1	10.7	0.0	1.5	2.9		
California State University	7A - Clerical/Administrato	40.00	58.3	83.3	16.7	16.7	16.7	50.0	0.0	0.0	0.0	23.3	33.3	6.7	6.7	6.7	20.0	0.0	0.0	0.0		
Total:		100.00	68.2										74.3	25.7	18.4	20.8	30.7	0.0	1.5	2.9		

**California State University, East Bay**  
**Comparison of Incumbency to Availability and Placement Goals**

Snapshot Date: 10/31/2022

**Job Group:** 0B - Exec, Mgmt, Supervisory - Administrator IV  
**Test:** Whole Person  
**Total Employees:** 12

	Total	
	FEMALE	MINORITY
Employees (#)	6	8
Employees (%)	50.0	66.7
Availability (%) Goal	64.8	28.8
Test: Whole Person	YES	NO
Add'l Needed to Eliminate Problem Area (#)	1	0

**California State University, East Bay**  
**Comparison of Incumbency to Availability and Placement Goals**

Snapshot Date: 10/31/2022

**Job Group:** 0C - Exec, Mgmt, Supervisory - Administrator III  
**Test:** Whole Person  
**Total Employees:** 21

	Total	
	FEMALE	MINORITY
Employees (#)	9	11
Employees (%)	42.9	52.4
Availability (%) Goal	66.8	49.5
Test: Whole Person	YES	NO
Add'l Needed to Eliminate Problem Area (#)	5	0



**California State University, East Bay**  
**Comparison of Incumbency to Availability and Placement Goals**

Snapshot Date: 10/31/2022

**Job Group:** 0D - Exec, Mgmt, Supervisory - Administrator II  
**Test:** Whole Person  
**Total Employees:** 63

	Total	
	FEMALE	MINORITY
Employees (#)	42	37
Employees (%)	66.7	58.7
Availability (%) Goal	70.0	44.5
Test: Whole Person	YES	NO
Add'l Needed to Eliminate Problem Area (#)	2	0

**California State University, East Bay**  
**Comparison of Incumbency to Availability and Placement Goals**

Snapshot Date: 10/31/2022

**Job Group:** 0E - Exec, Mgmt, Supervisory - Administrator I  
**Test:** Whole Person  
**Total Employees:** 9

	Total	
	FEMALE	MINORITY
Employees (#)	5	7
Employees (%)	55.6	77.8
Availability (%) Goal	51.6	71.2
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

**California State University, East Bay**  
**Comparison of Incumbency to Availability and Placement Goals**

Snapshot Date: 10/31/2022

**Job Group:** 1A - Physicians - Physicians  
**Test:** Whole Person  
**Total Employees:** 2

	Total	
	FEMALE	MINORITY
Employees (#)	1	2
Employees (%)	50.0	100.0
Availability (%) Goal	50.5	56.4
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

**California State University, East Bay**  
**Comparison of Incumbency to Availability and Placement Goals**

Snapshot Date: 10/31/2022

**Job Group:** 2A - Health Care Support - Health Care  
**Test:** Whole Person  
**Total Employees:** 18

	Total	
	FEMALE	MINORITY
Employees (#)	15	13
Employees (%)	83.3	72.2
Availability (%) Goal	81.8	61.0
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

**California State University, East Bay**  
**Comparison of Incumbency to Availability and Placement Goals**

Snapshot Date: 10/31/2022

**Job Group:** 3A - Faculty & Instructional Support - Faculty  
**Test:** Whole Person  
**Total Employees:** 740

	Total	
	FEMALE	MINORITY
Employees (#)	441	309
Employees (%)	59.6	41.8
Availability (%) Goal	49.7	29.0
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

**California State University, East Bay**  
**Comparison of Incumbency to Availability and Placement Goals**

Snapshot Date: 10/31/2022

**Job Group:** 3B - Faculty & Instructional Support - Athletic Instructional Support  
**Test:** Whole Person  
**Total Employees:** 27

	Total	
	FEMALE	MINORITY
Employees (#)	15	12
Employees (%)	55.6	44.4
Availability (%) Goal	38.9	37.9
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

**California State University, East Bay**  
**Comparison of Incumbency to Availability and Placement Goals**

Snapshot Date: 10/31/2022

**Job Group:** 3C - Faculty & Instructional Support - Librarian Instructional Support  
**Test:** Whole Person  
**Total Employees:** 14

	Total	
	FEMALE	MINORITY
Employees (#)	14	7
Employees (%)	100.0	50.0
Availability (%) Goal	76.0	32.9
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

**California State University, East Bay**  
**Comparison of Incumbency to Availability and Placement Goals**

Snapshot Date: 10/31/2022

**Job Group:** 4A - Academic Support - Student Services - Level I  
**Test:** Whole Person  
**Total Employees:** 123

	Total	
	FEMALE	MINORITY
Employees (#)	92	84
Employees (%)	74.8	68.3
Availability (%) Goal	71.6	55.4
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0



**California State University, East Bay**  
**Comparison of Incumbency to Availability and Placement Goals**

Snapshot Date: 10/31/2022

**Job Group:** 4B - Academic Support - Student Services - Level II  
**Test:** Whole Person  
**Total Employees:** 19

	Total	
	FEMALE	MINORITY
Employees (#)	13	13
Employees (%)	68.4	68.4
Availability (%) Goal	74.1	60.7
Test: Whole Person	YES	NO
Add'l Needed to Eliminate Problem Area (#)	1	0

**California State University, East Bay**  
**Comparison of Incumbency to Availability and Placement Goals**

Snapshot Date: 10/31/2022

**Job Group:** 4C - Academic Support - Technical Support  
**Test:** Whole Person  
**Total Employees:** 1

	Total	
	FEMALE	MINORITY
Employees (#)	1	0
Employees (%)	100.0	0.0
Availability (%) Goal	71.0	69.3
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

**California State University, East Bay**  
**Comparison of Incumbency to Availability and Placement Goals**

Snapshot Date: 10/31/2022

**Job Group:** 5A - Operations Support Services - Maintenance & Operations  
**Test:** Whole Person  
**Total Employees:** 62

	Total	
	FEMALE	MINORITY
Employees (#)	19	57
Employees (%)	30.6	91.9
Availability (%) Goal	43.0	85.3
Test: Whole Person	YES	NO
Add'l Needed to Eliminate Problem Area (#)	7	0

**California State University, East Bay**  
**Comparison of Incumbency to Availability and Placement Goals**

Snapshot Date: 10/31/2022

**Job Group:** 6A - Skilled Crafts - Crafts & Trades  
**Test:** Whole Person  
**Total Employees:** 26

	Total	
	FEMALE	MINORITY
Employees (#)	1	17
Employees (%)	3.8	65.4
Availability (%) Goal	4.7	65.4
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

**California State University, East Bay**  
**Comparison of Incumbency to Availability and Placement Goals**

Snapshot Date: 10/31/2022

**Job Group:** 7A - Clerical/Administrator Support - Business and Financial Operations Occupations  
**Test:** Whole Person  
**Total Employees:** 12

	Total	
	FEMALE	MINORITY
Employees (#)	7	10
Employees (%)	58.3	83.3
Availability (%) Goal	62.0	64.1
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

**California State University, East Bay**  
**Comparison of Incumbency to Availability and Placement Goals**

Snapshot Date: 10/31/2022

**Job Group:** 7B - Clerical/Administrator Support - Community Service, Legal, Arts, Media Occupations  
**Test:** Whole Person  
**Total Employees:** 9

	Total	
	FEMALE	MINORITY
Employees (#)	6	9
Employees (%)	66.7	100.0
Availability (%) Goal	70.7	68.5
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

**California State University, East Bay**  
**Comparison of Incumbency to Availability and Placement Goals**

Snapshot Date: 10/31/2022

**Job Group:** 7C - Clerical/Administrator Support - Healthcare Practitioners and Technical Occupations  
**Test:** Whole Person  
**Total Employees:** 1

	Total	
	FEMALE	MINORITY
Employees (#)	0	1
Employees (%)	0.0	100.0
Availability (%) Goal	23.4	62.7
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

**California State University, East Bay**  
**Comparison of Incumbency to Availability and Placement Goals**

Snapshot Date: 10/31/2022

**Job Group:** 7D - Clerical/Administrator Support - Office and Administrative Support Occupations  
**Test:** Whole Person  
**Total Employees:** 116

	Total	
	FEMALE	MINORITY
Employees (#)	100	74
Employees (%)	86.2	63.8
Availability (%) Goal	52.4	64.9
Test: Whole Person	NO	YES
Add'l Needed to Eliminate Problem Area (#)	0	1



**California State University, East Bay**  
**Comparison of Incumbency to Availability and Placement Goals**

Snapshot Date: 10/31/2022

**Job Group:** 8A - State University Police - Public Safety  
**Test:** Whole Person  
**Total Employees:** 11

	Total	
	FEMALE	MINORITY
Employees (#)	1	9
Employees (%)	9.1	81.8
Availability (%) Goal	14.1	46.5
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

**California State University, East Bay**  
**Comparison of Incumbency to Availability and Placement Goals**

Snapshot Date: 10/31/2022

**Job Group:** 9A - Technical Support Services - Business and Financial Operations Occupations  
**Test:** Whole Person  
**Total Employees:** 126

	Total	
	FEMALE	MINORITY
Employees (#)	88	97
Employees (%)	69.8	77.0
Availability (%) Goal	49.8	52.6
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

**California State University, East Bay**  
**Comparison of Incumbency to Availability and Placement Goals**

Snapshot Date: 10/31/2022

**Job Group:** 9B - Technical Support Services - Community Service, Legal, Arts, Media Occupations  
**Test:** Whole Person  
**Total Employees:** 12

	Total	
	FEMALE	MINORITY
Employees (#)	7	10
Employees (%)	58.3	83.3
Availability (%) Goal	49.7	44.2
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

**California State University, East Bay**  
**Comparison of Incumbency to Availability and Placement Goals**

Snapshot Date: 10/31/2022

**Job Group:** 9C - Technical Support Services - Computer, Engineering, and Science Occupations  
**Test:** Whole Person  
**Total Employees:** 65

	Total	
	FEMALE	MINORITY
Employees (#)	18	47
Employees (%)	27.7	72.3
Availability (%) Goal	25.4	65.4
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

**California State University, East Bay**  
**Comparison of Incumbency to Availability and Placement Goals**

Snapshot Date: 10/31/2022

**Job Group:** 9D - Technical Support Services - Healthcare Practitioners and Technnical Occupations  
**Test:** Whole Person  
**Total Employees:** 11

	Total	
	FEMALE	MINORITY
Employees (#)	8	5
Employees (%)	72.7	45.5
Availability (%) Goal	51.8	64.4
Test: Whole Person	NO	YES
Add'l Needed to Eliminate Problem Area (#)	0	2

**California State University, East Bay**  
**Comparison of Incumbency to Availability and Placement Goals**

Snapshot Date: 10/31/2022

**Job Group:** 9E - Technical Support Services - Office and Administrative Support Occupations  
**Test:** Whole Person  
**Total Employees:** 9

	Total	
	FEMALE	MINORITY
Employees (#)	9	7
Employees (%)	100.0	77.8
Availability (%) Goal	91.0	56.8
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

**California State University, East Bay**  
**Comparison of Incumbency to Availability and Placement Goals**

Snapshot Date: 10/31/2022

**Job Group:** 9F - Technical Support Services - Other Teaching and Instructional Support Occupations  
**Test:** Whole Person  
**Total Employees:** 61

	Total	
	FEMALE	MINORITY
Employees (#)	37	44
Employees (%)	60.7	72.1
Availability (%) Goal	26.9	74.8
Test: Whole Person	NO	YES
Add'l Needed to Eliminate Problem Area (#)	0	1

**California State University, East Bay**  
**Comparison of Incumbency to Availability and Placement Goals**

Snapshot Date: 10/31/2022

**Job Group:** XA - Excluded - Healthcare Practitioners and Technical Occupations  
**Test:** Whole Person  
**Total Employees:** 1

	Total	
	FEMALE	MINORITY
Employees (#)	1	1
Employees (%)	100.0	100.0
Availability (%) Goal	43.9	36.2
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0



**California State University, East Bay**  
**Goals Progress**

Job Group	Representation as of Previous AAP				Goal/Availability from Previous AAP	Placements*			Achieved?
	Total Employees	Gender/Race Groups	#	%		Total Placements	#	%	
0C - Exec, Mgmt, Supervisory - Administrator III	22	Females	9	40.9%	64.5%	1	1	100.0%	YES
		Minority	10	45.5%			1	100.0%	
0D - Exec, Mgmt, Supervisory - Administrator II	67	Females	42	62.7%	66.1%	4	4	100.0%	YES
		Minority	35	52.2%	60.4%		1	25.0%	NO
4A - Academic Support - Student Services - Level I	116	Females	88	75.9%	67.8%	35	25	71.4%	YES
		Minority	76	65.5%			31	88.6%	
7B - Clerical/Administrator Support - Community Service, Legal, Arts, Media Occupations	11	Females	6	54.5%	66.6%	1	1	100.0%	YES
		Minority	10	90.9%			1	100.0%	
XA - Excluded - Healthcare Practitioners and Technnical Occupations	9	Females	7	77.8%	64.4%	0	0	0.0%	NO
		Minority	0	0.0%			0	0.0%	

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

**California State University, East Bay**  
**Personnel Transactions Summary**

Snapshot Date: 10/31/2022

**Job Group:** 0B - Exec, Mgmt, Supervisory - Administrator IV

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

	<i><b>Applicants</b></i>				<i><b>Hires</b></i>			<i><b>Terminations (I)</b></i>			<i><b>Terminations (V)</b></i>		
	<b>Males</b>	<b>Females</b>	<b>UNKNOWN (GENDER)</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>
White	38	10	0	48	0	1	1	0	0	0	0	0	0
Afr. Amer.	7	6	0	13	1	1	2	0	0	0	0	0	0
Hispanic	4	0	0	4	0	0	0	0	0	0	0	0	0
Asian	21	4	1	26	1	0	1	0	0	0	0	1	1
Nat. Amer.	1	0	0	1	0	0	0	0	0	0	0	0	0
NHOPI	1	0	0	1	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	6	2	3	11									
<b>Total</b>	78	22	4	104	2	2	4	0	0	0	0	1	1
<b>Total Minority</b>	34	10	1	45	2	1	3	0	0	0	0	1	1

	<i><b>Promotions From</b></i>			<i><b>Promotions Into</b></i>			<i><b>Promotions Within</b></i>		
	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>
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
<b>Total</b>	0	0	0	0	0	0	0	0	0
<b>Total Minority</b>	0	0	0	0	0	0	0	0	0

**California State University, East Bay**  
**Personnel Transactions Summary**

Snapshot Date: 10/31/2022

**Job Group:** 0C - Exec, Mgmt, Supervisory - Administrator III

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

	<i><b>Applicants</b></i>				<i><b>Hires</b></i>			<i><b>Terminations (I)</b></i>			<i><b>Terminations (V)</b></i>		
	<b>Males</b>	<b>Females</b>	<b>UNKNOWN (GENDER)</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>
White	26	8	0	34	0	0	0	0	0	0	1	1	2
Afr. Amer.	7	7	0	14	0	0	0	0	0	0	0	1	1
Hispanic	4	2	0	6	0	0	0	0	0	0	0	0	0
Asian	10	3	0	13	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	3	1	0	4	0	0	0	0	0	0	0	0	0
Unknown (Race)	2	0	0	2									
<b>Total</b>	52	21	0	73	0	1	1	0	0	0	1	2	3
<b>Total Minority</b>	24	13	0	37	0	1	1	0	0	0	0	1	1

	<i><b>Promotions From</b></i>			<i><b>Promotions Into</b></i>			<i><b>Promotions Within</b></i>		
	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>
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
<b>Total</b>	0	0	0	0	0	0	0	0	0
<b>Total Minority</b>	0	0	0	0	0	0	0	0	0

**California State University, East Bay**  
**Personnel Transactions Summary**

Snapshot Date: 10/31/2022

**Job Group:** 0D - Exec, Mgmt, Supervisory - Administrator II

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

	<i><b>Applicants</b></i>				<i><b>Hires</b></i>			<i><b>Terminations (I)</b></i>			<i><b>Terminations (V)</b></i>		
	<b>Males</b>	<b>Females</b>	<b>UNKNOWN (GENDER)</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>
White	45	74	0	119	0	3	3	0	1	1	2	5	7
Afr. Amer.	19	30	1	50	0	0	0	0	0	0	1	1	2
Hispanic	15	20	0	35	0	0	0	0	0	0	0	0	0
Asian	30	36	1	67	0	1	1	0	0	0	1	1	2
Nat. Amer.	0	0	0	0	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	9	10	1	20	0	0	0	0	0	0	0	0	0
Unknown (Race)	6	17	10	33									
<b>Total</b>	124	188	13	325	0	4	4	0	1	1	4	7	11
<b>Total Minority</b>	73	97	3	173	0	1	1	0	0	0	2	2	4

	<i><b>Promotions From</b></i>			<i><b>Promotions Into</b></i>			<i><b>Promotions Within</b></i>		
	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>
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
<b>Total</b>	0	0	0	0	0	0	0	0	0
<b>Total Minority</b>	0	0	0	0	0	0	0	0	0

**California State University, East Bay**  
**Personnel Transactions Summary**

Snapshot Date: 10/31/2022

**Job Group:** 0E - Exec, Mgmt, Supervisory - Administrator I

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

	<i><b>Applicants</b></i>				<i><b>Hires</b></i>			<i><b>Terminations (I)</b></i>			<i><b>Terminations (V)</b></i>		
	<b>Males</b>	<b>Females</b>	<b>UNKNOWN (GENDER)</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>
White	9	6	1	16	0	0	0	0	0	0	0	1	1
Afr. Amer.	4	2	0	6	0	0	0	0	0	0	0	0	0
Hispanic	1	3	0	4	0	0	0	0	0	0	0	0	0
Asian	0	3	0	3	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	3	0	0	3	0	0	0	0	0	0	0	0	0
Unknown (Race)	1	0	1	2									
<b>Total</b>	19	14	2	35	0	0	0	0	0	0	0	1	1
<b>Total Minority</b>	9	8	0	17	0	0	0	0	0	0	0	0	0

	<i><b>Promotions From</b></i>			<i><b>Promotions Into</b></i>			<i><b>Promotions Within</b></i>		
	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>
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
<b>Total</b>	0	0	0	0	0	0	0	0	0
<b>Total Minority</b>	0	0	0	0	0	0	0	0	0

**California State University, East Bay**  
**Personnel Transactions Summary**

Snapshot Date: 10/31/2022

**Job Group:** 1A - Physicians - Physicians

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

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

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

**California State University, East Bay**  
**Personnel Transactions Summary**

Snapshot Date: 10/31/2022

**Job Group:** 2A - Health Care Support - Health Care

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

	<i><b>Applicants</b></i>				<i><b>Hires</b></i>			<i><b>Terminations (I)</b></i>			<i><b>Terminations (V)</b></i>		
	<b>Males</b>	<b>Females</b>	<b>UNKNOWN (GENDER)</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>
White	8	61	2	71	0	3	3	0	0	0	0	0	0
Afr. Amer.	0	27	0	27	0	0	0	0	0	0	0	0	0
Hispanic	6	36	1	43	0	1	1	0	0	0	0	2	2
Asian	19	68	0	87	1	2	3	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	2	0	2	0	0	0	0	0	0	0	0	0
Two or More	1	19	0	20	0	1	1	0	0	0	0	0	0
Unknown (Race)	3	13	6	22									
<b>Total</b>	37	226	9	272	1	7	8	0	0	0	0	2	2
<b>Total Minority</b>	26	152	1	179	1	4	5	0	0	0	0	2	2

	<i><b>Promotions From</b></i>			<i><b>Promotions Into</b></i>			<i><b>Promotions Within</b></i>		
	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>
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
<b>Total</b>	0	0	0	0	0	0	0	0	0
<b>Total Minority</b>	0	0	0	0	0	0	0	0	0

**California State University, East Bay**  
**Personnel Transactions Summary**

Snapshot Date: 10/31/2022

**Job Group:** 3A - Faculty & Instructional Support - Faculty

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

	<i><b>Applicants</b></i>				<i><b>Hires</b></i>			<i><b>Terminations (I)</b></i>			<i><b>Terminations (V)</b></i>		
	<b>Males</b>	<b>Females</b>	<b>UNKNOWN (GENDER)</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>
White	331	411	17	759	13	34	47	0	5	5	45	72	117
Afr. Amer.	84	68	1	153	1	6	7	0	1	1	2	11	13
Hispanic	43	46	4	93	2	13	15	1	0	1	13	15	28
Asian	282	264	6	552	12	14	26	1	1	2	15	20	35
Nat. Amer.	0	1	0	1	0	0	0	0	0	0	0	0	0
NHOPI	1	4	0	5	1	0	1	0	0	0	0	0	0
Two or More	27	29	6	62	0	4	4	0	0	0	1	3	4
Unknown (Race)	54	45	65	164									
<b>Total</b>	822	868	99	1789	29	71	100	2	7	9	76	121	197
<b>Total Minority</b>	437	412	17	866	16	37	53	2	2	4	31	49	80

	<i><b>Promotions From</b></i>			<i><b>Promotions Into</b></i>			<i><b>Promotions Within</b></i>		
	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>
White	0	0	0	0	0	0	3	10	13
Afr. Amer.	0	0	0	0	0	0	0	1	1
Hispanic	0	0	0	0	0	0	3	1	4
Asian	0	0	0	0	0	0	0	6	6
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
<b>Total</b>	0	0	0	0	0	0	6	18	24
<b>Total Minority</b>	0	0	0	0	0	0	3	8	11



**California State University, East Bay**  
**Personnel Transactions Summary**

Snapshot Date: 10/31/2022

**Job Group:** 3B - Faculty & Instructional Support - Athletic Instructional Support

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

	<i><b>Applicants</b></i>				<i><b>Hires</b></i>			<i><b>Terminations (I)</b></i>			<i><b>Terminations (V)</b></i>		
	<b>Males</b>	<b>Females</b>	<b>UNKNOWN (GENDER)</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>
White	62	17	0	79	0	4	4	0	0	0	3	2	5
Afr. Amer.	48	13	1	62	1	2	3	0	0	0	1	1	2
Hispanic	12	0	0	12	0	1	1	0	0	0	0	0	0
Asian	5	1	0	6	0	0	0	0	0	0	1	0	1
Nat. Amer.	2	0	0	2	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	2	2	0	4	1	1	2	0	0	0	0	0	0
Unknown (Race)	1	3	1	5									
<b>Total</b>	132	36	2	170	2	8	10	0	0	0	5	3	8
<b>Total Minority</b>	69	16	1	86	2	4	6	0	0	0	2	1	3

	<i><b>Promotions From</b></i>			<i><b>Promotions Into</b></i>			<i><b>Promotions Within</b></i>		
	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>
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
<b>Total</b>	0	0	0	0	0	0	0	0	0
<b>Total Minority</b>	0	0	0	0	0	0	0	0	0

**California State University, East Bay**  
**Personnel Transactions Summary**

Snapshot Date: 10/31/2022

**Job Group:** 3C - Faculty & Instructional Support - Librarian Instructional Support

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

	<i><b>Applicants</b></i>				<i><b>Hires</b></i>			<i><b>Terminations (I)</b></i>			<i><b>Terminations (V)</b></i>		
	<b>Males</b>	<b>Females</b>	<b>UNKNOWN (GENDER)</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>
White	8	14	0	22	0	0	0	0	0	0	1	1	2
Afr. Amer.	0	4	0	4	0	1	1	0	0	0	0	0	0
Hispanic	1	2	0	3	0	0	0	0	0	0	0	0	0
Asian	2	4	0	6	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	2	1	0	3	0	1	1	0	0	0	0	0	0
Unknown (Race)	0	1	2	3									
<b>Total</b>	13	26	2	41	0	2	2	0	0	0	1	1	2
<b>Total Minority</b>	5	11	0	16	0	2	2	0	0	0	0	0	0

	<i><b>Promotions From</b></i>			<i><b>Promotions Into</b></i>			<i><b>Promotions Within</b></i>		
	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>
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	1	1
<b>Total</b>	0	0	0	0	0	0	0	2	2
<b>Total Minority</b>	0	0	0	0	0	0	0	1	1

**California State University, East Bay**  
**Personnel Transactions Summary**

Snapshot Date: 10/31/2022

**Job Group:** 4A - Academic Support - Student Services - Level I

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

	<i><b>Applicants</b></i>				<i><b>Hires</b></i>			<i><b>Terminations (I)</b></i>			<i><b>Terminations (V)</b></i>		
	<b>Males</b>	<b>Females</b>	<b>UNKNOWN (GENDER)</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>
White	26	53	2	81	0	4	4	0	0	0	0	3	3
Afr. Amer.	21	24	3	48	0	3	3	0	0	0	1	2	3
Hispanic	17	37	0	54	5	8	13	0	2	2	1	3	4
Asian	30	47	1	78	2	5	7	0	0	0	1	5	6
Nat. Amer.	0	1	0	1	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	1	0	1	0	0	0	0	1	1
Two or More	7	16	2	25	2	2	4	0	0	0	0	0	0
Unknown (Race)	2	14	14	30									
<b>Total</b>	103	192	22	317	10	22	32	0	2	2	3	14	17
<b>Total Minority</b>	75	125	6	206	10	18	28	0	2	2	3	11	14

	<i><b>Promotions From</b></i>			<i><b>Promotions Into</b></i>			<i><b>Promotions Within</b></i>		
	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	1	0	1	0	2	2	0	0	0
Asian	1	0	1	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	0	0	0	0	0	0	0	0
<b>Total</b>	2	0	2	0	3	3	0	0	0
<b>Total Minority</b>	2	0	2	0	3	3	0	0	0

**California State University, East Bay**  
**Personnel Transactions Summary**

Snapshot Date: 10/31/2022

**Job Group:** 4B - Academic Support - Student Services - Level II

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

	<i><b>Applicants</b></i>				<i><b>Hires</b></i>			<i><b>Terminations (I)</b></i>			<i><b>Terminations (V)</b></i>		
	<b>Males</b>	<b>Females</b>	<b>UNKNOWN (GENDER)</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>
White	0	0	0	0	0	0	0	0	0	0	0	2	2
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	1	1
Hispanic	0	0	0	0	1	1	2	0	0	0	2	0	2
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	1	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)	0	0	0	0									
<b>Total</b>	0	0	0	0	1	2	3	0	0	0	2	3	5
<b>Total Minority</b>	0	0	0	0	1	2	3	0	0	0	2	1	3

	<i><b>Promotions From</b></i>			<i><b>Promotions Into</b></i>			<i><b>Promotions Within</b></i>		
	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>
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
<b>Total</b>	0	0	0	0	0	0	0	0	0
<b>Total Minority</b>	0	0	0	0	0	0	0	0	0

**California State University, East Bay**  
**Personnel Transactions Summary**

Snapshot Date: 10/31/2022

**Job Group:** 4C - Academic Support - Technical Support

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

	<i><b>Applicants</b></i>				<i><b>Hires</b></i>			<i><b>Terminations (I)</b></i>			<i><b>Terminations (V)</b></i>		
	<b>Males</b>	<b>Females</b>	<b>UNKNOWN (GENDER)</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>
White	2	4	0	6	0	0	0	0	0	0	0	1	1
Afr. Amer.	0	1	0	1	0	0	0	0	0	0	0	1	1
Hispanic	0	1	0	1	0	0	0	0	0	0	0	0	0
Asian	2	1	0	3	0	1	1	0	0	0	0	1	1
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	1	1									
<b>Total</b>	4	7	1	12	0	1	1	0	0	0	0	3	3
<b>Total Minority</b>	2	3	0	5	0	1	1	0	0	0	0	2	2

	<i><b>Promotions From</b></i>			<i><b>Promotions Into</b></i>			<i><b>Promotions Within</b></i>		
	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>
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
<b>Total</b>	0	0	0	0	1	1	0	1	1
<b>Total Minority</b>	0	0	0	0	0	0	0	0	0

**California State University, East Bay**  
**Personnel Transactions Summary**

Snapshot Date: 10/31/2022

**Job Group:** 5A - Operations Support Services - Maintenance & Operations

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

	<i><b>Applicants</b></i>				<i><b>Hires</b></i>			<i><b>Terminations (I)</b></i>			<i><b>Terminations (V)</b></i>		
	<b>Males</b>	<b>Females</b>	<b>UNKNOWN (GENDER)</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>
White	14	6	0	20	0	0	0	0	0	0	1	0	1
Afr. Amer.	18	6	0	24	0	0	0	0	0	0	1	0	1
Hispanic	24	17	0	41	1	5	6	0	0	0	2	1	3
Asian	14	1	0	15	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	2	0	0	2	0	0	0	0	0	0	0	0	0
Two or More	2	4	0	6	0	0	0	0	0	0	0	0	0
Unknown (Race)	3	0	0	3									
<b>Total</b>	78	34	0	112	2	5	7	0	0	0	4	1	5
<b>Total Minority</b>	61	28	0	89	2	5	7	0	0	0	3	1	4

	<i><b>Promotions From</b></i>			<i><b>Promotions Into</b></i>			<i><b>Promotions Within</b></i>		
	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>
White	1	0	1	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	2	0	2	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
<b>Total</b>	3	0	3	0	0	0	0	0	0
<b>Total Minority</b>	2	0	2	0	0	0	0	0	0

**California State University, East Bay**  
**Personnel Transactions Summary**

Snapshot Date: 10/31/2022

**Job Group:** 6A - Skilled Crafts - Crafts & Trades

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

	<i><b>Applicants</b></i>				<i><b>Hires</b></i>			<i><b>Terminations (I)</b></i>			<i><b>Terminations (V)</b></i>		
	<b>Males</b>	<b>Females</b>	<b>UNKNOWN (GENDER)</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>
White	26	1	2	29	1	0	1	0	0	0	0	0	0
Afr. Amer.	6	0	0	6	0	0	0	0	0	0	0	0	0
Hispanic	9	2	0	11	0	0	0	0	0	0	0	0	0
Asian	10	0	0	10	0	0	0	0	0	0	1	0	1
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	0	0
Unknown (Race)	2	0	0	2									
<b>Total</b>	54	3	2	59	2	0	2	0	0	0	1	0	1
<b>Total Minority</b>	26	2	0	28	1	0	1	0	0	0	1	0	1

	<i><b>Promotions From</b></i>			<i><b>Promotions Into</b></i>			<i><b>Promotions Within</b></i>		
	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>
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	2	0	2	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
<b>Total</b>	0	0	0	2	0	2	0	0	0
<b>Total Minority</b>	0	0	0	2	0	2	0	0	0

**California State University, East Bay**  
**Personnel Transactions Summary**

Snapshot Date: 10/31/2022

**Job Group:** 7A - Clerical/Administrator Support - Business and Financial Operations Occupations

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

	<i><b>Applicants</b></i>				<i><b>Hires</b></i>			<i><b>Terminations (I)</b></i>			<i><b>Terminations (V)</b></i>		
	<b>Males</b>	<b>Females</b>	<b>UNKNOWN (GENDER)</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>
White	1	7	0	8	0	0	0	0	0	0	0	1	1
Afr. Amer.	5	4	0	9	1	0	1	0	0	0	0	1	1
Hispanic	2	4	0	6	0	0	0	0	0	0	0	0	0
Asian	4	15	0	19	0	2	2	0	0	0	0	2	2
Nat. Amer.	0	1	0	1	0	0	0	0	0	0	0	0	0
NHOPI	1	0	0	1	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	1	4	0	5									
<b>Total</b>	14	35	0	49	1	2	3	0	0	0	0	4	4
<b>Total Minority</b>	12	24	0	36	1	2	3	0	0	0	0	3	3

	<i><b>Promotions From</b></i>			<i><b>Promotions Into</b></i>			<i><b>Promotions Within</b></i>		
	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>
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
<b>Total</b>	0	0	0	0	0	0	0	0	0
<b>Total Minority</b>	0	0	0	0	0	0	0	0	0



**California State University, East Bay**  
**Personnel Transactions Summary**

Snapshot Date: 10/31/2022

**Job Group:** 7B - Clerical/Administrator Support - Community Service, Legal, Arts, Media Occupations

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

	<i><b>Applicants</b></i>				<i><b>Hires</b></i>			<i><b>Terminations (I)</b></i>			<i><b>Terminations (V)</b></i>		
	<b>Males</b>	<b>Females</b>	<b>UNKNOWN (GENDER)</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>
White	5	2	0	7	0	0	0	0	0	0	0	0	0
Afr. Amer.	1	1	0	2	0	0	0	0	0	0	0	0	0
Hispanic	3	5	1	9	0	1	1	0	0	0	1	0	1
Asian	3	10	0	13	0	0	0	0	0	0	0	1	1
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	1	0	0	1	0	0	0	0	0	0	0	0	0
Unknown (Race)	1	0	0	1									
<b>Total</b>	14	18	1	33	0	1	1	0	0	0	1	1	2
<b>Total Minority</b>	8	16	1	25	0	1	1	0	0	0	1	1	2

	<i><b>Promotions From</b></i>			<i><b>Promotions Into</b></i>			<i><b>Promotions Within</b></i>		
	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>
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
<b>Total</b>	0	0	0	0	0	0	0	0	0
<b>Total Minority</b>	0	0	0	0	0	0	0	0	0

**California State University, East Bay**  
**Personnel Transactions Summary**

Snapshot Date: 10/31/2022

**Job Group:** 7C - Clerical/Administrator Support - Healthcare Practitioners and Technnical Occupations

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

	<i><b>Applicants</b></i>				<i><b>Hires</b></i>			<i><b>Terminations (I)</b></i>			<i><b>Terminations (V)</b></i>		
	<b>Males</b>	<b>Females</b>	<b>UNKNOWN (GENDER)</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>
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									
<b>Total</b>	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total Minority</b>	0	0	0	0	0	0	0	0	0	0	0	0	0

	<i><b>Promotions From</b></i>			<i><b>Promotions Into</b></i>			<i><b>Promotions Within</b></i>		
	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>
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
<b>Total</b>	0	0	0	0	0	0	0	0	0
<b>Total Minority</b>	0	0	0	0	0	0	0	0	0

**California State University, East Bay**  
**Personnel Transactions Summary**

Snapshot Date: 10/31/2022

**Job Group:** 7D - Clerical/Administrator Support - Office and Administrative Support Occupations

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

	<i><b>Applicants</b></i>				<i><b>Hires</b></i>			<i><b>Terminations (I)</b></i>			<i><b>Terminations (V)</b></i>		
	<b>Males</b>	<b>Females</b>	<b>UNKNOWN (GENDER)</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>
White	35	128	2	165	0	8	8	0	0	0	0	1	1
Afr. Amer.	17	43	1	61	1	4	5	1	0	1	0	5	5
Hispanic	20	74	1	95	0	5	5	0	1	1	2	3	5
Asian	68	119	4	191	3	7	10	0	0	0	2	3	5
Nat. Amer.	0	2	0	2	0	0	0	0	0	0	0	0	0
NHOPI	2	12	0	14	0	0	0	0	0	0	0	0	0
Two or More	7	30	5	42	0	0	0	0	0	0	0	0	0
Unknown (Race)	12	15	16	43									
<b>Total</b>	161	423	29	613	4	24	28	1	1	2	4	12	16
<b>Total Minority</b>	114	280	11	405	4	16	20	1	1	2	4	11	15

	<i><b>Promotions From</b></i>			<i><b>Promotions Into</b></i>			<i><b>Promotions Within</b></i>		
	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>
White	0	3	3	0	0	0	0	1	1
Afr. Amer.	0	2	2	0	0	0	0	1	1
Hispanic	0	2	2	0	0	0	0	0	0
Asian	0	2	2	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
<b>Total</b>	0	9	9	0	0	0	0	2	2
<b>Total Minority</b>	0	6	6	0	0	0	0	1	1

**California State University, East Bay**  
**Personnel Transactions Summary**

Snapshot Date: 10/31/2022

**Job Group:** 8A - State University Police - Public Safety

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

	<i><b>Applicants</b></i>				<i><b>Hires</b></i>			<i><b>Terminations (I)</b></i>			<i><b>Terminations (V)</b></i>		
	<b>Males</b>	<b>Females</b>	<b>UNKNOWN (GENDER)</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>
White	5	0	0	5	0	0	0	0	0	0	0	0	0
Afr. Amer.	3	0	0	3	0	0	0	0	0	0	0	0	0
Hispanic	4	1	0	5	1	0	1	0	0	0	0	0	0
Asian	4	0	0	4	2	0	2	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	1	0	0	1	0	0	0	0	0	0	0	0	0
Unknown (Race)	1	0	0	1									
<b>Total</b>	18	1	0	19	3	0	3	0	0	0	0	0	0
<b>Total Minority</b>	12	1	0	13	3	0	3	0	0	0	0	0	0

	<i><b>Promotions From</b></i>			<i><b>Promotions Into</b></i>			<i><b>Promotions Within</b></i>		
	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>
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
<b>Total</b>	0	0	0	0	0	0	0	0	0
<b>Total Minority</b>	0	0	0	0	0	0	0	0	0

**California State University, East Bay**  
**Personnel Transactions Summary**

Snapshot Date: 10/31/2022

**Job Group:** 9A - Technical Support Services - Business and Financial Operations Occupations

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

	<i><b>Applicants</b></i>				<i><b>Hires</b></i>			<i><b>Terminations (I)</b></i>			<i><b>Terminations (V)</b></i>		
	<b>Males</b>	<b>Females</b>	<b>UNKNOWN (GENDER)</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>
White	44	64	2	110	4	1	5	0	0	0	2	4	6
Afr. Amer.	15	32	0	47	0	1	1	0	0	0	0	2	2
Hispanic	16	33	0	49	1	5	6	0	0	0	1	3	4
Asian	58	88	0	146	2	2	4	0	0	0	4	5	9
Nat. Amer.	0	1	0	1	0	0	0	0	0	0	0	0	0
NHOPI	5	2	0	7	0	0	0	0	0	0	0	0	0
Two or More	11	11	2	24	0	3	3	0	0	0	1	0	1
Unknown (Race)	9	17	2	28									
<b>Total</b>	158	248	6	412	7	12	19	0	0	0	8	14	22
<b>Total Minority</b>	105	167	2	274	3	11	14	0	0	0	6	10	16

	<i><b>Promotions From</b></i>			<i><b>Promotions Into</b></i>			<i><b>Promotions Within</b></i>		
	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>
White	0	0	0	0	3	3	0	1	1
Afr. Amer.	0	0	0	0	2	2	0	0	0
Hispanic	0	0	0	0	2	2	0	1	1
Asian	0	0	0	0	2	2	0	1	1
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
<b>Total</b>	0	0	0	0	9	9	0	3	3
<b>Total Minority</b>	0	0	0	0	6	6	0	2	2

**California State University, East Bay**  
**Personnel Transactions Summary**

Snapshot Date: 10/31/2022

**Job Group:** 9B - Technical Support Services - Community Service, Legal, Arts, Media Occupations

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

	<i><b>Applicants</b></i>				<i><b>Hires</b></i>			<i><b>Terminations (I)</b></i>			<i><b>Terminations (V)</b></i>		
	<b>Males</b>	<b>Females</b>	<b>UNKNOWN (GENDER)</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>
White	69	136	9	214	0	0	0	0	0	0	1	2	3
Afr. Amer.	51	85	6	142	0	0	0	0	0	0	1	0	1
Hispanic	57	118	3	178	1	1	2	0	0	0	0	0	0
Asian	45	80	1	126	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	4	5	0	9	0	0	0	0	0	0	0	0	0
Two or More	26	34	1	61	0	1	1	0	0	0	0	0	0
Unknown (Race)	11	23	21	55									
<b>Total</b>	263	482	41	786	1	2	3	0	0	0	2	2	4
<b>Total Minority</b>	183	323	11	517	1	2	3	0	0	0	1	0	1

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

**California State University, East Bay**  
**Personnel Transactions Summary**

Snapshot Date: 10/31/2022

**Job Group:** 9C - Technical Support Services - Computer, Engineering, and Science Occupations

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

	<i><b>Applicants</b></i>				<i><b>Hires</b></i>			<i><b>Terminations (I)</b></i>			<i><b>Terminations (V)</b></i>		
	<b>Males</b>	<b>Females</b>	<b>UNKNOWN (GENDER)</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>
White	15	4	0	19	0	0	0	1	0	1	0	2	2
Afr. Amer.	2	0	0	2	1	0	1	0	0	0	1	0	1
Hispanic	7	0	0	7	0	0	0	0	0	0	3	2	5
Asian	27	13	1	41	3	1	4	0	0	0	1	2	3
Nat. Amer.	0	1	0	1	0	0	0	0	0	0	0	0	0
NHOPI	1	0	0	1	0	0	0	0	0	0	0	1	1
Two or More	4	1	0	5	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	1	1	2									
<b>Total</b>	56	20	2	78	4	1	5	1	0	1	5	7	12
<b>Total Minority</b>	41	15	1	57	4	1	5	0	0	0	5	5	10

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

**California State University, East Bay**  
**Personnel Transactions Summary**

Snapshot Date: 10/31/2022

**Job Group:** 9D - Technical Support Services - Healthcare Practitioners and Technnical Occupations

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

	<i><b>Applicants</b></i>				<i><b>Hires</b></i>			<i><b>Terminations (I)</b></i>			<i><b>Terminations (V)</b></i>		
	<b>Males</b>	<b>Females</b>	<b>UNKNOWN (GENDER)</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>
White	9	8	0	17	1	1	2	0	0	0	1	2	3
Afr. Amer.	2	0	0	2	0	0	0	0	0	0	0	2	2
Hispanic	1	2	0	3	0	0	0	0	0	0	0	0	0
Asian	3	9	0	12	0	0	0	0	0	0	0	1	1
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	1	2	1	4	0	0	0	0	0	0	0	0	0
Unknown (Race)	1	3	1	5									
<b>Total</b>	17	24	2	43	1	1	2	0	0	0	1	5	6
<b>Total Minority</b>	7	13	1	21	0	0	0	0	0	0	0	3	3

	<i><b>Promotions From</b></i>			<i><b>Promotions Into</b></i>			<i><b>Promotions Within</b></i>		
	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>
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
<b>Total</b>	0	0	0	0	0	0	0	0	0
<b>Total Minority</b>	0	0	0	0	0	0	0	0	0



**California State University, East Bay**  
**Personnel Transactions Summary**

Snapshot Date: 10/31/2022

**Job Group:** 9E - Technical Support Services - Office and Administrative Support Occupations

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

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0	0	0	1	1
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									
<b>Total</b>	0	0	0	0	0	0	0	0	0	0	0	1	1
<b>Total Minority</b>	0	0	0	0	0	0	0	0	0	0	0	1	1

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	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
<b>Total</b>	0	0	0	0	0	0	0	0	0
<b>Total Minority</b>	0	0	0	0	0	0	0	0	0

**California State University, East Bay**  
**Personnel Transactions Summary**

Snapshot Date: 10/31/2022

**Job Group:** 9F - Technical Support Services - Other Teaching and Instructional Support Occupations

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

	<i><b>Applicants</b></i>				<i><b>Hires</b></i>			<i><b>Terminations (I)</b></i>			<i><b>Terminations (V)</b></i>		
	<b>Males</b>	<b>Females</b>	<b>UNKNOWN (GENDER)</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>
White	10	14	1	25	3	1	4	0	0	0	3	5	8
Afr. Amer.	3	2	0	5	1	1	2	0	0	0	0	0	0
Hispanic	2	3	0	5	3	2	5	0	0	0	3	4	7
Asian	10	7	0	17	6	8	14	0	0	0	4	9	13
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	3	3	0	6	0	1	1	0	0	0	1	0	1
Unknown (Race)	1	0	3	4									
<b>Total</b>	29	29	4	62	13	13	26	0	0	0	11	18	29
<b>Total Minority</b>	18	15	0	33	10	12	22	0	0	0	8	13	21

	<i><b>Promotions From</b></i>			<i><b>Promotions Into</b></i>			<i><b>Promotions Within</b></i>		
	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>
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
<b>Total</b>	0	0	0	0	0	0	0	0	0
<b>Total Minority</b>	0	0	0	0	0	0	0	0	0

**California State University, East Bay**  
**Personnel Transactions Summary**

Snapshot Date: 10/31/2022

**Job Group:** XA - Excluded - Healthcare Practitioners and Technnical Occupations

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

	<i><b>Applicants</b></i>				<i><b>Hires</b></i>			<i><b>Terminations (I)</b></i>			<i><b>Terminations (V)</b></i>		
	<b>Males</b>	<b>Females</b>	<b>UNKNOWN (GENDER)</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>
White	1	4	0	5	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	1	0	1	0	0	0	0	0	0	0	0	0
Asian	0	2	1	3	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	1	1									
<b>Total</b>	1	7	2	10	0	0	0	0	0	0	0	0	0
<b>Total Minority</b>	0	3	1	4	0	0	0	0	0	0	0	0	0

	<i><b>Promotions From</b></i>			<i><b>Promotions Into</b></i>			<i><b>Promotions Within</b></i>		
	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>	<b>Males</b>	<b>Females</b>	<b>TOTAL RACE</b>
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
<b>Total</b>	0	0	0	0	0	0	0	0	0
<b>Total Minority</b>	0	0	0	0	0	0	0	0	0

**California State University, East Bay**  
**Data Collection Analysis/Hiring Benchmark (Protected Veterans)\***

Current Snapshot Date: 10/31/2022

Category	10/31/20	10/31/21	10/31/22
Job Openings	263	197	349
Jobs Filled	257	195	320
Applicants for all jobs	1,926	716	6,406
Applicants who self-identified as Protected Veterans	28	4	94
Applicants Hired	227	160	294
Protected Veterans Hired	0	0	2
Hiring Benchmark**	5.7	5.6	5.5
Overall protected veterans hired (%)	0.0	0.0	0.7

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

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

**California State University, East Bay**  
**Data Collection Analysis/Utilization Analysis (Disability)\***

Current Snapshot Date: 10/31/2022

Category	10/31/20			10/31/21			10/31/22		
Job Openings	263			197			349		
Jobs Filled	257			195			320		
Applicants for all jobs	1,926			716			6,406		
Applicants who self-identified as individual(s) with Disability	120			51			577		
Applicants Hired	227			160			294		
Individual(s) with Disability Hired	5			5			10		
Nationwide utilization goal for qualified individuals with disabilities (%)**	7.0			7.0			7.0		
Total incumbency of individuals with disabilities (%)	1.8			2.5			2.5		
Job Group	EE #	EE IWD #	EE IWD %	EE #	EE IWD #	EE IWD %	EE #	EE IWD #	EE IWD %
0B - Exec, Mgmt, Supervisory - Administrator IV	12	1	8.3	11	0	0.0	12	0	0.0
0C - Exec, Mgmt, Supervisory - Administrator III	22	0	0.0	22	0	0.0	21	0	0.0
0D - Exec, Mgmt, Supervisory - Administrator II	71	2	2.8	67	2	3.0	63	1	1.6
0E - Exec, Mgmt, Supervisory - Administrator I	11	0	0.0	13	0	0.0	9	N/A	N/A
1A - Physicians - Physicians	0	N/A	N/A	0	N/A	N/A	2	N/A	N/A
2A - Health Care Support - Health Care	21	1	4.8	15	1	6.7	18	0	0.0
3A - Faculty & Instructional Support - Faculty	834	17	2.0	807	26	3.2	740	23	3.1
3B - Faculty & Instructional Support - Athletic Instructional Support	19	0	0.0	25	0	0.0	27	0	0.0
3C - Faculty & Instructional Support - Librarian Instructional Support	12	0	0.0	13	0	0.0	14	0	0.0
4A - Academic Support - Student Services - Level I	118	2	1.7	116	2	1.7	123	4	3.3
4B - Academic Support - Student Services - Level II	20	0	0.0	19	1	5.3	19	1	5.3
4C - Academic Support - Technical Support	1	N/A	N/A	2	N/A	N/A	1	N/A	N/A

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

\*\* Current utilization goal as established by the OFCCP.

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

**California State University, East Bay**  
**Data Collection Analysis/Utilization Analysis (Disability)\***

Current Snapshot Date: 10/31/2022

Category	10/31/20			10/31/21			10/31/22		
Job Openings	263			197			349		
Jobs Filled	257			195			320		
Applicants for all jobs	1,926			716			6,406		
Applicants who self-identified as individual(s) with Disability	120			51			577		
Applicants Hired	227			160			294		
Individual(s) with Disability Hired	5			5			10		
Nationwide utilization goal for qualified individuals with disabilities (%)**	7.0			7.0			7.0		
Total incumbency of individuals with disabilities (%)	1.8			2.5			2.5		
Job Group	EE #	EE IWD #	EE IWD %	EE #	EE IWD #	EE IWD %	EE #	EE IWD #	EE IWD %
5A - Operations Support Services - Maintenance & Operations	62	1	1.6	61	2	3.3	62	3	4.8
6A - Skilled Crafts - Crafts & Trades	29	0	0.0	22	0	0.0	26	0	0.0
7A - Clerical/Administrator Support - Business and Financial Operations Occupatio	18	0	0.0	17	0	0.0	12	0	0.0
7B - Clerical/Administrator Support - Community Service, Legal, Arts, Media Occu	11	0	0.0	11	0	0.0	9	N/A	N/A
7C - Clerical/Administrator Support - Healthcare Practitioners and Technnical Occu	1	N/A	N/A	1	N/A	N/A	1	N/A	N/A
7D - Clerical/Administrator Support - Office and Administrative Support Occupation	140	2	1.4	130	2	1.5	116	1	0.9
8A - State University Police - Public Safety	8	N/A	N/A	8	N/A	N/A	11	0	0.0
9A - Technical Support Services - Business and Financial Operations Occupations	136	3	2.2	113	3	2.7	126	5	4.0
9B - Technical Support Services - Community Service, Legal, Arts, Media Occupati	12	0	0.0	14	0	0.0	12	0	0.0
9C - Technical Support Services - Computer, Engineering, and Science Occupatio	58	1	1.7	54	1	1.9	65	1	1.5
9D - Technical Support Services - Healthcare Practitioners and Technnical Occupa	29	0	0.0	31	0	0.0	11	0	0.0
9E - Technical Support Services - Office and Administrative Support Occupations	9	N/A	N/A	10	0	0.0	9	N/A	N/A

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

\*\* Current utilization goal as established by the OFCCP.

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

**California State University, East Bay**  
**Data Collection Analysis/Utilization Analysis (Disability)\***

Current Snapshot Date: 10/31/2022

Category	10/31/20			10/31/21			10/31/22		
Job Openings	263			197			349		
Jobs Filled	257			195			320		
Applicants for all jobs	1,926			716			6,406		
Applicants who self-identified as individual(s) with Disability	120			51			577		
Applicants Hired	227			160			294		
Individual(s) with Disability Hired	5			5			10		
Nationwide utilization goal for qualified individuals with disabilities (%)**	7.0			7.0			7.0		
Total incumbency of individuals with disabilities (%)	1.8			2.5			2.5		
Job Group	EE #	EE IWD #	EE IWD %	EE #	EE IWD #	EE IWD %	EE #	EE IWD #	EE IWD %
9F - Technical Support Services - Other Teaching and Instructional Support Occupa	32	1	3.1	32	1	3.1	61	1	1.6
XA - Excluded - Healthcare Practitioners and Technnical Occupations	9	N/A	N/A	9	N/A	N/A	1	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.